

## China to open its doors to technology from West

In an important statement on economic policy, the Chinese leadership has promised to open the country's doors to the rest of the world, expanding trade and making use of the advanced technology of other nations. The statement emphasizes the role of scientific research and confirms the impression that the new Politburo under Chairman Hua is more interested in results than ideology.

## New Politburo puts emphasis on results

Hongkong, Sept. 12.—China promised today to open its doors to the rest of the world. An economic policy statement issued by the State Planning Commission declared: "We must expand our economic, technical and cultural exchange with other countries on the principle of equality, mutual benefit and one supplying what the other needs. We must learn from the good experience of other countries and combine this with our own originality."

The advanced technology of other countries was required to meet China's needs, "not to hinder but to promote our development, not to weaken but to increase our ability to develop our national economy and achieve modernization independently."

Only those most decadent and reactionary ruling classes close their doors and reject any good things from other lands."

David Bonavia writes from Hongkong: The State Planning Commission is directed by Mr. Xu Chao, who was recently appointed to the post.

Its long statement published today contains extensive guidelines for the nation's economic administrators, with the emphasis on production rather than ideology.

It recalls that in his lifetime Mao Tse-tung and particularly praised the Ministry of Production. This is seen as an indication that China will in the future pursue an aggressive economic policy.

The commission's statement also speaks of the importance of science and technology in the development of the economy, and blamed the so-called "Gang of Four" centered around Mao's widow, Chiang Ching, for the stagnation of these sectors in the recent past.

It confirms the impression that the new Politburo under Chairman Hua Kuo-feng is interested in results more than ideology. The key figure

behind this policy is believed to be Mr. Teng Hsiao-ping, the twice disgraced and two re-habilitated Deputy Prime Minister.

For long tributes to some of Mao's ideas about socialist revolution, the State Commission asks rhetorically: "Will it do to engage only in the struggle for production without scientific experiment?" This is seen as a vindication of the scientific and intellectual who have been attacked with varying degrees of intensity since 1966 and who are now seen as the essential figures in the development of a more advanced economy.

"Increasing or decreasing production is an important question to decide whether a revolution is successful or not," it goes on. This contradicts the idea of Mao's former encourage that a "revolutionary spirit" was more important than actual production.

The statement advocates centralised economic planning and talks of the importance of raising standards of living which have been stagnant for the past decade.

A most telling point made in the policy is that "we must correctly combine the people's present interests with their interests in the long run."

This is seen as an admission that the standard of living in China has been too much subordinated to the dispersed capital investment and to Marxist theory.

Peking: The most important Chinese communist military delegation yet to visit a Western country left for France today.

"During the 10-day visit the Chinese will meet Mr. Barre, the French Prime Minister, and Mr. Bourges, the Defence Minister. They will also hold talks with the French armed forces general staff," Agency France-Press.

Chinese missiles, page 6  
Leading article, page 15

## Overdrafts cheaper as banks cut base rate

By Ronald Pullen

Pressure on the building societies for an early reduction in the mortgage interest rate mounted yesterday as a result of the banks' decision to cut a full point off their base rates to 7 per cent.

It was the sixth cut in base rates this year and was set in motion by last Friday's bigger-than-expected drop in the Bank of England's minimum lending rate (MLR) by half a point to 6½ per cent.

The overdraft rate is now exactly half the level in force at the turn of the year. Prime industrial borrowers will be charged 8 per cent and personal rates will vary between 10 and 12 per cent.

To protect the clearing banks' level of profitability, as well as to expose how out of line building society deposit rates have become, the banks are also to trim their deposit rates by a full one point.

The banks have seen a steady outflow of deposit account money, with building societies offering investors a grossed-up rate of just over 10 per cent and despite a recent one-point cut to 9 per cent in the National Savings rate. But the banks are confident that most of the deposit account funds likely to move have now gone.

Building societies responded yesterday with characteristic caution. A spokesman for the Building Societies Association said the cut "helps the prospects of a reduction in the rates charged to home buyers."

Privately, however, many building society chiefs regard a cut in the mortgage rate as inevitable and the only question is whether they have the headroom to trim more than half a point from the present 10½ per cent level.

The association emphasized that the level of receipts was the main factor in determining interest rates. In August receipts were about £50m below the societies' target of £550m a month to maintain new advances of around £600m a month, although early returns for September suggest some improvement.

The next meeting of the association to discuss rates is not due to be held until September 23, which means the earliest time a new rate structure could be implemented would be the beginning of October.

Yesterday's fall in bank base rates, led by Barclays, raises the possibility of a further cut in the overdraft rate. Lloyd's said: "It was reviewing the level of personal loans and there is also likely to be increased criticism of the rates charged on Access and Barclaycard."

Rates of interest on personal loans will not meet until the clearing banks during March and April when bank base rates stood at 9 per cent. At the time the true rate of interest on a two-year loan dropped from 15.6 to 16.7 per cent where it has since fallen to 15.2 per cent.

Despite the two-point fall in base rates and MLR in the intervening period.

Financial Editor: Cheaper money problems, page 19

## Cargo ships accused of leaving Vietnam refugees to drown

From Peter Hazeburgh

Tokyo, Sept. 12

An estimated 110,000 refugees who have left Vietnam in frail boats during the past two years have perished because merchant ships, mindful of the complications at their next port of call, have refused to rescue them. Mr. Tran Van Son, former deputy-leader of the Opposition in South Vietnam, alleged in Tokyo today.

Mr. Son escaped from Na Trang by boat in April this year. After arriving in Japan on

a Japanese cargo boat, he and other prominent Vietnamese politicians have investigated the plight of fellow refugees who tried to escape to Japan and other parts of South-East Asia in recent months.

His allegation is based on widespread evidence which, he says, suggests that merchant ships are now reluctant to pick up refugees at sea because most countries in Asia refuse to accept displaced persons from Indo-China.

In many cases ships have been delayed for a long time in Japanese and other ports of

Asia after berthing with refugees from Indo-China.

Mr. Son, a bitter opponent of former President Nguyen Van Thieu of what was South Vietnam, said: "We believe that only 8,000 of our people who have escaped by boat are still alive. This is strange behaviour on the high seas, a situation not seen since the memory of naval warfare in World War One."

This is a conspiracy of silence, Japan and the other countries of south-east Asia prospered during the Vietnam war. Some of them sent troops

to fight the communists and now they are turning their backs on people who are attempting to escape from tyranny."

"After the communists took over, they looked at their own self-interest and ignored the human plight of refugees."

Mr. Son's assertions are based on reports from many refugees in Japan, Thailand and Malaysia who claim that their distress signals were ignored by merchant ships. Singapore, for instance, refused to allow ships with refugees on board to enter port, he said.

"The problem of Vietnamese refugees is not the exclusive problem of the United States," he added. It is of concern to every nation in the world. It is a human problem, people are dying at sea."

"During the long history of Vietnam there has been no mass exodus from the country. Now thousands are attempting to leave their home land, with a small chance of survival."

"This should provide the world with an insight into what is happening under communism in Vietnam today."



Vorster-Smith talks: The Prime Ministers of South Africa and Rhodesia spent three hours in "serious and delicate" talks in Pretoria yesterday morning (Eric Marsden writes from Johannesburg). Both sides were made known publicly until Mr. Smith has given his formal reply to the Western powers, but it was probably that South Africa will continue to back the Smith Government as far as it can, but not beyond the point where South Africa's own vital interests would become threatened.

After the three-hour talks at the Union Buildings, Mr. Smith refused to comment beyond say-

ing that had been of a "serious and delicate nature". Mr. R. F. Botha, the South African Foreign Minister, said the current situation in southern Africa "had been discussed."

Apart from the foreign minister, Mr. Vorster was assisted by Mr. P. W. Botha, the Defence Minister, and Mr. Heunis, the Economic Minister, who was attending talks with Mr. Smith for the first time.

The Rhodesian Prime Minister was accompanied by his deputy, Mr. David Smith, and the Cabinet Secretary, Mr. Jack Gaylor.

The meeting, described semi-officially in advance as "crit-

ical and perhaps even decisive", was believed to have concentrated on the two points in the proposals which both Rhodesia and South Africa consider unacceptable. These are the demand that Mr. Smith should resign to allow Lord Carver to take over as British Commissioner-General and the provision that the future Army of Zimbabwe should be based largely on the Patriotic Front guerrillas, with the present security forces being disbanded.

Mr. Smith has described this suggestion as "totally insane".

Mr. Heunis's presence was an indication of the implications

Continued on page 5, col 8

## Damp end to Atlantic balloonists' attempt

Reykjavik, Sept. 12.—Two Americans plunged into the sea off Iceland today and were rescued by a United States military helicopter.

The rescue followed an unsuccessful attempt to make the first balloon crossing of the Atlantic. An American military spokesman said both men, Mr. Mike Anderson and Mr. Ben Abruzzo, were unhurt but wet.

Turbulent winds off Greenland had forced the two men to abandon hope of reaching Europe. The yent a distress call last night and headed for Iceland.

The silver-and-black helium-filled balloon, named Double Eagle, was carried by strong winds up the straits between Iceland and Greenland. It finally hit the sea about five miles from the north-west corner of Iceland. An American rescue helicopter followed it as it dipped lower and lower over the rough sea, trying to cross the last few miles.

Airmen plucked the two businessmen from Albuquerque, New Mexico, from the gondola of their balloon less than 20 minutes after they hit the water.

Mr. Anderson, aged 44, and Mr. Abruzzo, aged 47, set off on Friday from Marshfield, Massachusetts, hoping to achieve a feat that has defeated 14 other crews since 1873. Five men have died in unsuccessful attempts.—Reuter.

## Attempt to reconcile bread strike workers and employers fails

By Tim Jones

Labour Reporter

The bread shortage in England and Wales became acute yesterday as both parties involved in the dispute over bank holidays, payments and other terms of the strike refused to move from the positions they have held since Friday.

Attempts to persuade them to discuss their differences with officials of the Advisory, Conciliation and Arbitration Service (Acas) failed. Mr. Samuel Maddox, general secretary of the Bakery, Food and Allied Workers, said his members were fully behind the official strike and were prepared to stay out until it was settled.

The union's executive will meet today to discuss whether to accept an offer of £100,000 to settle the dispute made by Greggs, of Gosforth, Newcastle upon Tyne, and other independent bakeries. Some members of the executive are known to oppose the offer because they would prefer to settle directly with the Federation of Bakers, which employs most of the union's 57,000 members.

Mr. Maddox said yesterday: "My members have been second-class citizens for far too long." They earned a basic £28.50 a week, with an average of £30. But that was for "many long hours, working on Sundays, six days a week and little leisure."

Mr. Maddox's figures are disputed by the federation. It says that no one in the industry is paid less than £32 for the working day shifts totalling 40 hours a week, Monday to Friday, with an average payment for men of £70 a week.

It adds that people required to work on a Bank holiday receive double pay plus a day off with pay or an extra day's pay.

The federation said yesterday that the union should put its case to arbitration if it thought the point it was making was reasonable. "The union has a closed shop in the large bakeries and should surely use its power to strike only with the utmost responsibility," it added.

Mr. David Duke-Evans, director of the federation, said he could not see that there was a basis for settlement at present. The Department of Employment had indicated that the settlement the union was seeking would breach the pay policy. "I think the union questions that and denies it," he added. Clarification was needed.

Mr. Maddox criticized the public's attitude towards bread. It is the staff of life," he said. "But we seem to have it on the table and think nothing about it, who made it, or the fact that men are going home like wet rags to drop into bed. The public have got to be aware of the value of the baker in this country and the hours he works."

During the day, members of the union intensified the dispute, picketing ports and flour mills to prevent flour from reaching the manufacturers.

When it meets today the executive will consider a plea for exemption from the picketing by Mr. Morris Zimmerman, director of the National Association of Master Bakers, whose members are small companies not directly involved in the dispute. They supply the public with a fifth of the bread sold.

Mr. Zimmerman has said his members will work as long as flour is available.

Mr. Maddox said last night:

"My executive will consider his request very carefully. But if they cannot grant his members exemption then bread supplies will cease entirely."

Overcharging inquiry: After complaints that some large loaves were selling for up to 36p instead of 26p or 27p, Mr. Fraser, Minister of State for Prices and Consumer Protection, asked weights and measures inspectors and Price Commission officials yesterday to give priority to considering the matter.

In Nottingham many shoppers were rationed to half a loaf each. Ten employees at Burners Bakery in the city volunteered to work three times a week to bake bread for hospital patients and people in pensioners' homes.

About 220 women shopworkers in the North-east were laid off because of the strike. They are employed by Hills the Bakers, of Middlesbrough, which has 80 shops in Cleveland, North Yorkshire, and co Durham.

Rolls stolen: Kevin Redman, aged 18, an unemployed man squaring in the Holloway district of London, was conditionally discharged at Marlborough Magistrates' Court yesterday after he had admitted stealing 22 bread rolls and two cartons of milk from a shop doorway.

The court was told that Mr. Redman was stopped by the police while he rode a bicycle the wrong way up Oxford Street.

Potato bread: A recipe for bread made from well mashed potato and flour was issued yesterday by the Potato Marketing Board.

Potato Bread (Potato Marketing Board, 50 Hans Crescent, London, SW1).

Corn harvest, page 16

## Another deadline for Schleyer deal

From Patricia Clough

Bonn, Sept. 12

The life of Dr. Hanns-Martin Schleyer, the kidnapped president of the West German Industrial Federation, seemed to be hanging in the balance today as the crisis committee of Government, Opposition and Land leaders met.

A telephone caller purporting to speak for the kidnappers told a Bonn news agency office that the deadline for Schleyer's life by freeing 11 jailed terrorists was set for midnight tonight. It was the latest of a series of deadlines which have so far been passed as the Government plays for time.

The full committee set up to spread the responsibility for decisions, such as the one now facing the Government, had not met since last Tuesday, the night after Dr. Schleyer was kidnapped in a Cologne street.

The politicians are aware that the majority of West Ger-

mans want them to take a tough stand and not release jailed urban guerrillas, as the committee did in 1975 to save the life of Peter Lorenz, the West German Christian Democratic leader.

On the other hand, they have been reminded by Dr. Schleyer's wife that human life and dignity are the highest values of a free democracy and must come before any other consideration.

Until now the Government has been playing for time by insisting on proofs that Dr. Schleyer is still alive, indications of which country the freed terrorists should be flown to and guarantees that the industrialist would, in fact, be eventually released.

As the committee met the solidarity among political parties over the Schleyer case began to crumble. Christian Democrats (CDU) and the more right-wing Bavarian sister party of the Christian Democrats, accused the Government

coalition of having contributed to the kidnapping by refusing the CDU-CSU proposals for much tougher measures to combat terrorism.

The Government therefore had to take sole responsibility for the decisions made, the CDU party leadership declared after a meeting in Munich.

They also demanded that the Government should take a more forceful and less defensive line towards terrorism.

Our Geneva Correspondent writes: Mr. Denis Payot, the Swiss lawyer acting as an intermediary between Bonn and the kidnappers, said tonight that he had received and passed on to the West German Government another message which "in all probability" is from Dr. Schleyer's kidnappers.

"For reasons of security," he and his colleagues in the Swiss Human Rights League had thought advisable that the contents of a message should not be divulged.

## US insisting on Palestinians being at Geneva

From Our Own Correspondent

Washington, Sept. 12

The American Government stated today that it was essential that the Palestinians should be involved in the Geneva conference and that an Arab-Israeli peace agreement must be supported by them.

A State Department statement did not say who would represent the Palestinians in Geneva, but repeated that they must accept Israel's right to exist.

Palestinian plan, page 6

## Airline chief ill

Sir Frank McEldowney, aged 61, chairman and chief executive of British Airways, is in hospital after a mild heart attack.

## The Times

We apologise to readers for late deliveries of The Times yesterday, which were caused by continuing labour troubles in the composing and reading rooms.

## Wholesale price rises lowest in 18 months

There is now clear evidence of a deceleration in the rate of price inflation for goods leaving Britain's factories. Government figures showed a rise of just under 0.9 per cent in the wholesale price index during August—the first monthly rise of less than 1 per cent for 18 months. The figures add weight to Treasury predictions of an easing in price inflation towards the end of the year. In addition, for the fourth consecutive month there was a fall in the cost of raw materials and fuel purchased by industry.

Advice to patients  
Doctors and chemists are to be consulted by the Department of Health about a possible system of warning cards and instructions to accompany prescribed medicines. The British Pharmaceutical Conference in Sheffield were told that many people do not obey doctors' instructions because they forget them or do not understand.

Home News 2, 4  
European News 2, 5  
Europe Parliament 5  
Overseas News 5, 6  
Appointments 12  
Arts 16

## Bhutto counsel accuses general

General Zia, the Pakistani military leader, has been accused by Mr. Bhutto's counsel of "the grossest contempt of court". Mr. Yahya Bakhtiar told the Lahore High Court that General Zia was intervening personally to exclude Mr. Bhutto from leading his People's Party in the general election.

New allegations on 'CIA journalists'

After lobbying by the Central Intelligence Agency, the Senate Intelligence Committee last year concealed the extent of work by American journalists for the agency, according to one of the reporters who uncovered the Watergate affair. Mr. Carl Bernstein says that 400 American journalists, including Pulitzer prize-winners, have done CIA work in the past 25 years.

Home News 2, 4  
European News 2, 5  
Europe Parliament 5  
Overseas News 5, 6  
Appointments 12  
Arts 16

## Rape figures rising

Eleven hundred cases of rape were reported to the police in England and Wales last year. In 1963 there were 422. In the Metropolitan Police area the number of cases reported rose from 17 in 1953 to 132 in 1973. Now almost 200 cases are reported each year.

## Cholera spreading

The cholera epidemic in the Middle East has spread to Saudi Arabia, which is preparing to receive about three million Muslim pilgrims. The outbreak has occurred in the northern city of Khairat. The disease has claimed 68 victims in Syria and two in Lebanon.

More crime: A sharp rise in indictable offences this year has spoiled hopes of a plateau in the crime rate.

London degrees: First-class honours list.

Office: A two-page Special Report, the second section of a five-part guide to be reprinted in booklet form.

Leader page 15  
Letters: A permanent incomes policy, from Mr. Aubrey Jones, and others; and on West Indian problems, from Mr. Peter Doble.

Leading articles: China; Conditions for economic growth.

Features, pages 6, 14  
Michael Payton on the ruling that could change the fabric of American race relations; David Howell on our immense growth potential; Sir Peter Rawlinson's second article on the reform of Parliament.

Arts page 12  
Paul Overy writes about the paintings of Sir Douglas; Football: Norman Hunt was Long and Time was Short, a play by Scottish comedian Billy Connolly.

Obituary, page 16  
Mr. Isidore Godfrey  
Sport, pages 8 and 9  
Cricket: Vivian Richards named as county cricketer of the year; Football: Norman Hunt was Long and Time was Short, a play by Scottish comedian Billy Connolly.

Business News, pages 17-23  
Financial Editor: Banks in the political arena; European: Ferries wants Furness; Pottery: Rolls-Royce Motors' labour negotiations.

Stock markets: Shares fell back on profit taking and the FT index lost 5.8 to 324.3. But some gills gained 51.

Business features: John Whitmore on the problems caused for some by the sharp fall in interest rates; Michael Frenchman on Estonia.

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HOME NEWS

# Minister promises talks on warning cards for medicine

From John Roper, Health Services Correspondent, Sheffield

A system of warning cards or leaflets giving patients clear instructions on how to take prescribed medicines is to be discussed with doctors and chemists and the Health Education Council, Mr. Mowle, Minister of State for Health, said yesterday.

He was speaking at the opening session of the British Pharmaceutical Conference at Sheffield. He said it was important that patients should take the recommended doses at the correct times and should complete the courses of treatment. But that was not as simple as might be thought.

There was evidence that many patients did not follow their doctors' instructions because they forgot them, or did not understand them in the first place. Confusion was more likely when the patient had more than one prescription, was elderly, or hard of hearing.

Patients should be warned about predictable and avoidable side-effects. Interaction between drugs or between some medicines and foods or alcohol, and the safety of drugs in pregnancy, were also matters for concern.

Any scheme would have to ensure that doctors were familiar with the contents of the leaflet and could show on the prescription whether the patient should receive written information.

At present, medicines are given to patients usually with little information other than the name of the drug, and brief instructions about the dosage to be taken.

Referring to growing concern about the number of pharmacies that are closing, Mr. Mowle said it was clear that the decline could not be allowed to continue at the present rate. Some means of planned distribution might help but it seemed clear that more must be done to meet the financial difficulties of the smaller, more vulnerable pharmacies.

In her presidential address, Mrs. Estelle Leigh said that medical services might cease unless the Government took action to stop the closure of pharmacies. About seven million visits were made to chemists in Britain every day. If only a small proportion of these people were forced to go to the GPs for advice on minor health matters the doctors would not be able to cope.

Dr. P. Noyce, the North West Thames Regional Health Authority's principal pharmacist concerned with drug information, education and training, said that many people forgot or deliberately omitted to take prescribed medicines. A survey showed that nearly half the patients used suppositories without removing the wrappers. Many people breathed out instead of in when using inhalers.

People had the right to decide which medicine to take, but too often they had not the necessary information on which to make a judgment.

Many depressed people gave up taking drugs because they thought they were doing them no good. They had not realized, and had not been told, that some anti-depressants could take two weeks to take effect.

Doctors must do much more to explain to patients why certain medicines were being prescribed and why they should take them. The often doctors appeared to be aloof, partly because they used medical jargon and failed to communicate in simple, easily understood English. The patient might be so anxious or so afraid to leave the doctor that he did not ask for an explanation.

Professor Frank Fish, head of the forensic science unit at Strathclyde University, said there was a danger that there would soon be too few forensic scientists to help the police in combating rising crime. He called for greater government aid.

Professor Fish said the recent insistence on improvement in the identification of suspects meant that even greater reliance would have to be placed on the corroborative evidence of contact which could be established through the study of various materials connecting criminals with their crimes. That would impose a greater burden on an already over-stretched forensic science service.



A photograph of Mary Bell, who absconded on Sunday from Moor Court open prison, Stoke-on-Trent, taken by her mother when she was 16.

## Councils to run new towns' homes

By Our Planning Reporter

Nearly 30,000 rented houses in the new towns of Crawley, Hemel Hempstead, Welwyn Garden City and Hatfield will be transferred to local authorities on April 1 next. The councils concerned will also take over more than 30 local shopping centres, 21 public houses and 65 community buildings.

The properties belong to the Commission for the New Towns, which, as Mr. Shore, Secretary of State for the Environment, told the Commons last April, is to end its housing role. Some of the staff will move to posts with local authorities, and the commission will in future be primarily responsible for managing publicly funded commercial and industrial estates.

While the party accepts the continuing state ownership of some basic infrastructure services, such as telecommunications, the railways, water, airports and docks, the document recommends that in some industries sections should be hived off to private ownership or worker-cooperatives.

That is in direct conflict with the Labour Party's official policy, which is to support an extension of public ownership, which are coming before the Labour Party conference this year.

The Liberals, through their

# Mr Mason has won respect but devolved government is no nearer

## Ulster secretary celebrates year in office

From Christopher Walker, Belfast

A year after his arrival at the Northern Ireland Office, Mr. Mason, the Secretary of State, has lost none of his initial confidence or flair for publicity. That explains why the normally gloomy corridors of the Parliament buildings at Stormont will echo today with the unfamiliar sounds of celebration.

While his three predecessors may have lost such anniversaries with little more than a casual salute, Mr. Mason intends to mark the occasion with a "birthday lunch" for the press and a speech reviewing events of the past 12 months.

The gesture is typical of the style of a man whose energy and no-nonsense approach have won grudging respect from most sections of the divided community, although they have failed yet to succeed in bringing the return of a devolved government any nearer. The festivities will be held in the building that was the base of

previous local administrations. In sharp contrast to Mr. Mason's immediate predecessor, Mr. Mason concentrated his efforts on making the unwieldy system of direct rule from Westminster work as efficiently as possible. In the words of one local politician he has been "decisive rather than discursive".

Although civil servants were initially sceptical of Mr. Mason's methods, his senior advisers have also come round to expressing admiration for the task being performed by the former Borsley miner. His ability to master complex briefs and to move without serious mishap through the minefield of local prejudices has been particularly singled out for praise.

In reviewing his term of office, it will be surprising if Mr. Mason does not concentrate on the removal of the effects of local prejudice and security. Highlights likely to be picked out are the defeat of the "loyalist" strike, the recent royal visit and the £1,000-ec-

# Tory attack on those who appease unions

There are people to be found in the Conservative Party as well as among the Liberals and Labour with the morality of Laval and Pétain, Mr. Norman Tebbit, Tory MP for Waltham Forest, Chingford, told a party meeting in his constituency last night. He was warning not only to tolerate evil but to excuse it and to profit by doing so.

"We can all see the evil but the doctrine of appeasement is still to be heard," he said. "It is so powerful that the faint-hearted say it must be appeased then it is all the more necessary to deal with it before it gets any stronger."

His speech comes after BBC interview on Sunday in which Mr. James Prior, Opposition spokesman on employment, spoke of "differences of emphasis" between himself and Sir Keith Joseph, Conservative spokesman on industry over the closed shop. Mr. Prior maintained that his line on Grunwick had the full backing of Mrs. Thatcher, the party leader. At one point he accused the National Association for Freedom of "union bashing". Mr. Tebbit said last night that the threat to Britain's freedom from overseas came from the aggressive, expansionist, Russian-dominated Warsaw Pact nations.

"Inside Britain there is a parallel threat from the Marxist totalitarianism, too. Small in number, this anti-democratic force has gained great power through the trade union movement."

The unions, like the press, the BBC, the CBI or the Army, were "a good good bad in themselves. They are to be judged by their actions."

"What would we say if the red-capped colonels of the Army used their military power for political ends?" Mr. Tebbit asked. "What if they insisted on conscription at part of their price for allowing a government to stay in office? Would it be considered 'Army bashing' to criticize that?"

"Yet today the cloth-capped colonels use their industrial power for political and economic ends. The conscription of the closed shop as part of their price for allowing the Government to stay in office. Is it 'union-bashing' to criticize that?"

Mr. Prior said Sir Keith was asked that the closed shop is being used to browbeat, threaten and punish trade unionists who criticized the Marxists who manipulated the unions, he said.

The agreed it was being used to destroy firms that allowed their workers freedom to work without paying tribute to unions.

Both men knew that Mr. George Ward, managing director of Grunwick, and the company were on the verge of being destroyed, then, as in 1938, we shall have to ask: 'Whose turn is it next?'

Grunwick action: The tactics and timetable of the threatened closure against the Grunwick Film-processing company, after the rejection by the management of the report of the Scarman inquiry, are to be decided this week (a Staff Reporter writes).

The Association of Professional Clerical and Computer Staff (Apex), the union involved in the dispute, is to meet at Congress House, the leaders of the various unions whose members are involved in the supply of materials to the company and public services such as water, gas and electricity.

## Forces in Germany may get allowances cut

By Our Political Correspondent

Conservative backbenchers are being alerted to take vigorous action in Parliament in protest against a government proposal to cut allowances to Army and RAF units in Germany.

Mr. Philip Goodhart, MP for Bromley, Beckenham, vice-chairman of the party's defence committee, said yesterday that 55,000 British soldiers and air-

## Liberal industry view may threaten pact

By George Clark, Political Correspondent

Disagreements between the Liberals and the Government over state intervention in industry, which might lead to an abandonment of the pact with Labour, were made plain yesterday in the latest Liberal policy statement on trade and industry.

It was produced for discussion at the Liberal Party assembly later this month when the rank and file will give their verdict on the working of the pact. It has a direct bearing on the future of Liberal collaboration with Labour and was described as "containing the guidelines used by Liberal MPs in their negotiations with the Government."

If the Government accepts the Liberal demands, a series of denationalization measures must be in the tentative programme for future government. The National Enterprise Board will have its activities curtailed.

While the party accepts the continuing state ownership of some basic infrastructure services, such as telecommunications, the railways, water, airports and docks, the document recommends that in some industries sections should be hived off to private ownership or worker-cooperatives.

That is in direct conflict with the Labour Party's official policy, which is to support an extension of public ownership, which are coming before the Labour Party conference this year.

The Liberals, through their

## 'Express' transfer to North 'an option'

By Christopher Thomas, Labour Reporter

Closure of the Fleet Street printing operation of the Daily Express and Sunday Express is an option which has become apparent in the last week, Mr. Victor Matthews, chairman of Beaverbrook Newspapers, said yesterday.

He emphasized that he was anxious to maintain the London operation, "but it will not have escaped anyone's attention that it is possible that one could print the whole of the requirement from Manchester."

He was speaking at a press conference in London after the settlement on Saturday night of a week-long dispute with engineering workers, which ended the London Evening Standard and the production of the London Daily Express and Sunday Express maintained most of its circulation on most days by increasing the run on the Manchester presses.

The dispute started when 161 engineering workers were dismissed for holding a union meeting during production time to discuss a pay claim.

It ended when the men were reinstated after the leaders had signed a code of discipline that, among other things, seeks to prevent the unauthorized taking of tea breaks, the holding of union meetings at disruptive hours, and absence during working hours without notifying the chief engineer.

Mr. Matthews was accompanied at the press conference by Mr. Jocelyn Stevens, managing director of Beaverbrook. He commented that it had not been put to him whether the Chester was as capable as it was. If there was a transfer there would have to be alternative arrangements for printing the Evening Standard. He conceded that in straight competition the option would probably be looked at, but "I am not looking to move to Manchester."

He continued: "What has come up from this matter is that there is an option. But whether there is a reluctant option if financially we were in a serious position or industrial relations in London were such that we should have to consider it seriously."

He said the circumstances in which he would close the Express, he said: "If our losses were enormous and this is a democratic country, and the right to withdraw from labour and to refuse to accept conditions they find unacceptable, must apply," Mr. Matthews said. "That is the great beauty of this country, for management and workers."

He had learnt a lesson in connexion with dismissed union leaders that Beaverbrook had said it would not reinstate. Fathers of the chapel (union branch officials) had persuaded him not to pursue that course. The lesson of that was the importance of communications between labour and management. Sometimes the right answer might come from the workers.

## Official nearly hid 'canker' of corruption

Mansel Mathews, a local government executive, had nearly succeeded in hiding from the world the canker at the base of 40 years' service. Judge Pitchford said at Cardiff Crown Court yesterday.

In May Mr. Mathews retired as chief executive of Ogwr District Council, Mid Glamorgan, with a lump sum of £8,830 and a pension of £6,000 a year, it was stated. In June he received the Queen's jubilee medal.

Mr. Mathews, of Ewenny, Bridgend, pleaded guilty to corruptly receiving a £100,000 bribe from David Norman Jenkins, managing director of a building company, to show him favour in matters relating to the Pen-y-Bont Rural District Council, when Mr. Mathews was the council's engineer, surveyor and planning officer in May, 1968.

Mr. Mathews was sentenced to six months' imprisonment, suspended for 12 months, and ordered to pay fines and costs totalling £6,000.

## Mr Powell says Unionists must oppose Community

By a Staff Reporter

Ulster Unionists had no choice but to oppose the United Kingdom's membership of the EEC because sooner or later that membership meant the end of union with Great Britain, Mr. Enoch Powell, Ulster Unionist MP for Down, South, said last night.

Speaking in Armagh, he said that not to see that United Kingdom membership of the EEC would mean the end of the union required extraordinary innocence or extraordinary ignorance.

There was no aspect of United Kingdom domestic affairs into which the over-riding powers accorded to the Community were not intruding, and if those powers were exercised by a Community with a directly elected parliament the process must be enormously accelerated and reinforced.

"In this new state, with a unitary parliament possessing all the democratic prestige and authority of popular election, the existing states would sink into the relative position of regions."

One of those regions would be what probably nine out of 10 in the Community thought was already a dead end. One of 100 thought it ought to be if it was not, the region of Ireland, the whole island of Ireland, the name by which the republic had always been officially known in the EEC.

In an assembly where the United Kingdom would be a minority of one to five, the three representatives of Ulster would be like a lamb thrown to a pack of wolves, and one needed to know only very little about Europe not to realize that on every question raised between the republic and Ulster an overwhelming majority would be against Ulster and on the side of the republic.

The first and overriding commitment of the Unionist was to the sovereign independence and integrity of the Union, of which Northern Ireland was an inseparable part.

## Labour executive accused of double-talk on EEC

Lord Thomson of Monifieth yesterday attacked the national executive committee of the Labour Party for continued hostility to the EEC. He said its attitude seemed to be based on prejudice and even ignorance of the facts.

Formerly MP for Dundee East, Lord Thomson said the party's official policy was to support an extension of public ownership, which are coming before the Labour Party conference this year.

The Liberals, through their

## Weather forecast and recordings



## Three lead in London chess

By Our Chess Correspondent

Holt, Mestel and Sloan shared the lead at the end of round seven of the London chess tournament in London yesterday. The scores: Holt, Mestel and Sloan 5; Nunn, Gipsberg and Tootill 4; Koser and Law 2; Blackstock 1; and Lamb 0.

White in round seven: Lamb 0, Nunn 1, Koser 1, Gipsberg 1, Tootill 1, Mestel 1, Sloan 1, Holt 1, Blackstock 1, Law 1.

White in round eight: Lamb 0, Nunn 1, Koser 1, Gipsberg 1, Tootill 1, Mestel 1, Sloan 1, Holt 1, Blackstock 1, Law 1.

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## Move to improve Scottish industrial relations image

From Our Correspondent, Glasgow

The need to improve the industrial relations image in Scotland was agreed at meetings between three leading Scottish trade unionists and the Scottish TUC and the CBI in Glasgow yesterday.

That was stated by Mr. Edward Taylor, opposition front bench spokesman for Scottish affairs, at a press conference which he held later with Mr. George Younger, MP for Ayr, and Mr. Alex Fletcher, MP for Edinburgh, North.

Mr. Taylor said he was agreed at both meetings that efforts should be made to get the true facts on industrial relations in Scotland, and to encourage the level of unemployment and restoring economic confidence and growth.

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## School breakfast seen as aid to studies

Children might be able to concentrate on their work if they were given breakfast at school, the Association of Assistant Mistresses says in a discussion document published yesterday. It also suggests that an earlier start, possibly at 8 am, might be considered.

Miss Sheila Wood, secretary of the association, which has 38,000 members, said many children arrived at school cold and hungry, having had little or no breakfast, and sometimes after a journey of an hour or more. By 10 am their attention was flagging.

The discussion document was drawn up by the association's education committee, the Association of Assistant Mistresses in Scotland. It can be helped and hindered. Association of Assistant Mistresses, 29 Gordon Square, London WC1H 0PX.

## Three lead in London chess

By Our Chess Correspondent

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## Weather forecast and recordings



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# THE BREAD STRIKE

The bakers, members of the Federation of Bakers, apologise to their millions of customers for being unable to provide them with bread this week. This is due to an official strike by the Bakers' Union.

## Why is there this serious disruption?

The Union has suddenly said its members should not have to work on Bank Holidays, despite the Agreement to the contrary. It also says its members do not receive adequate pay for working on Bank Holidays.

But very many people accept jobs where they are expected to work "unsocial hours" so that the rest of the population can be properly looked after. This applies to many bakery workers—particularly men producing and packing bread. It seldom applies to women.

Inaccurate and misleading statements have appeared about pay and conditions in the baking industry. These are governed by a National Agreement between the Federation and the Union. It is regularly reviewed.

## The following points are factual:

### PAY

- \* No one over 19—male or female—is paid less than **£38** for working 40 hours a week Monday to Friday on days. Many women and almost all men receive considerably more even for 40 hours on days.
- \* But most men work shifts which involve working Sundays. They also work days and nights in rotation, and overtime. Naturally they receive extra payments for these unsocial hours.
- \* The average gross pay for most men is about **£70 per week**.

### BANK HOLIDAYS

- \* People who are **required** to work on a Bank Holiday receive **double** their normal pay **PLUS** a day off with pay or an additional day's pay. This is almost equivalent to treble pay.
- \* People who are **not** required to work on a Bank Holiday receive eight hours pay provided they qualify by working before and after the holiday unless excused. This is a usual qualification in industry and discourages absenteeism at busy holiday periods.
- \* People who **refuse** to work on a Bank Holiday when required to do so lose their Bank Holiday pay. This normally affects only a handful of people. But the Union told its members not to work the recent Bank Holiday, so many people forfeited their holiday pay. And they did not qualify for some other special payments. This is all covered in the National Agreement. This is also the reason for the present strike.
- \* Those who work on a Bank Holiday of course receive more money than for a normal week.
- \* Before the Bank Holiday the employers offered certain improvements and were prepared to discuss others, but the Union still insisted on no work for the last Bank Holiday.
- \* The employers have offered to take the dispute to arbitration. The Union has refused. If the Union thinks it has a reasonable case, why not put it to the test of arbitration instead of the test of force?
- \* If force is allowed to prevail there will be more frequent bread strikes in the future. And the public must be safeguarded from that, even at the cost of the present.
- \* The Bakers' Union has a closed shop in the large bakeries. It has the power to deny bread to the people of England and Wales, and is now exercising that power.
- \* Surely such great power should be used only with the utmost responsibility?
- \* We hope for an early return to work so that talks can be resumed in a proper atmosphere.

**The Federation of Bakers**  
**20 Bedford Square London WC1**



## HOME NEWS

Lawyers saw anonymity principle in sexual offence cases involving women as the thin end of the wedge

## Rape increasing but not at same rate as other violent crime

By Frances Gibb

Eleven hundred rape cases were reported to the police in England and Wales last year. In 1963 there were 422. The number of cases reported in the Metropolitan area rose from 17 in 1953, to 49 in 1963, and to 132 in 1973. Now almost 200 cases are reported each year.

But rape is not increasing at the same rate as the other violent crimes. Between 1969 and 1973 that rose by three fifths to about 33,000 cases a year. Rape cases in the same period rose by about a tenth to almost a thousand. But there are more rapes than violent deaths. Last year there were 181 reported cases of rape, compared with 145 cases of murder, manslaughter and infanticide.

Rape also forms a higher proportion of the total of sexual offences which have in general been declining. It now accounts for a seventh of the 2,780 cases brought to the higher courts in 1975.

In the United States the increase is rather steeper. Professor James Cameron, of the department of forensic medicine at the London Hospital, cites a fourfold increase in reported cases of rape in the past 10 years.

It is not surprising, therefore, that the Americans have initiated the new pressure

groups against rape, and the counselling services. In the past year Britain's first rape crisis centre opened in London. Others are planned in Glasgow, Edinburgh, Bristol, Birmingham and Manchester. The Women Against Rape organization has also been founded.

The campaigners define rape widely. The centre says it is any forced or unwanted sexual intercourse and that most women have experienced it. But even under the accepted definition of sexual intercourse against a woman's will, it maintains, only two-fifths of reported rapes (400 in 1975) ever reach the higher courts; many cases go unreported.

A large increase in the reporting of cases is now likely. Since last year, with the passing of the Sexual Offences (Amendment) Act, victims of rape and defendants (until found guilty) have a right to anonymity. The Act also protects women from intensive and on their sexual history, except at a judge's discretion. That was used by the defence to cast doubt on a woman's moral rectitude, and hence, so the argument runs, on the likelihood of her being raped. Both measures are expected to encourage more reporting of cases.

The principle of anonymity was a landmark in criminal law. Mr William Rees-Davies, QC, Conservative MP for Thanet, West, says it was passed in the face of opposition from the Bar Council and Law Society, who saw it as the thin edge of the wedge. Why should rape victims, they argued, have anonymity and other victims not?

The Act also for the first time introduced a definition of rape. Until then the traditional common law definition, derived from a seventeenth-century writer, was that rape consisted of having unlawful sexual intercourse with a woman without her consent, by force, fear or fraud.

With the Act emerged the definition that a man commits rape if he has sexual intercourse with a woman who at the time did not consent to it, or was reckless as to whether she consented or not. The emphasis was on lack of consent, not violence.

It incorporates the controversial Law Lords' ruling in DPP v Morgan (1975) that belief in a woman's consent, even if unreasonable, must exonerate the accused person. The case involved a husband, an RAF sergeant, who invited three friends home to have sexual

intercourse with his wife. He told them she would welcome it, although would struggle a little as she was "tired". The men pleaded belief that she consented, and that therefore there was no intention of rape. Ruled out.

The ruling prompted the Government to set up an inquiry on the law of rape under Mrs Justice Heilbrunn, which reported in December, 1975. It did not contest the Law Lords' decision but made recommendations on anonymity, sexual history and on juries. Both sexual offences should be represented on the jury, the inquiry said, with not fewer than four of each.

That last proposal was rejected on the ground that it would be administratively difficult. Since then a man recently obtained a jury composed entirely of women by using his right under the present system to object to certain members. He was cleared.

Debate on rape has now shifted from definitions to sentencing. A furor was provoked by the release in June of Mr Tom Holdsworth, a guard, who had sexually assaulted a girl of 17 with extreme brutality. He was given a suspended sentence because of the effect a prison term would have had on his Army career.

## WEST EUROPE

## Case of beaten leftist MP raises role of police forces in Spain

From William Chislett  
Madrid, Sept. 12

Political observers were waiting with bated breath to see whether the police in the new democratic Spain in the Lower House of the Cortes (Parliament), will adopt a vote of no confidence against Señor Rodolfo Martín Villa, the Interior Minister, proposed by the Spanish Workers' Socialist Party for his handling of law and order.

The minister will make a statement to the Cortes about the role of the police in the new democratic Spain in connection with the beating up of a Socialist congressional deputy last month in Santander during a demonstration. Investigations made by a special parliamentary commission showed that the deputy, Señor Jaime Blanco, was indeed manhandled by the police.

The Socialists have made most of the issue, while the ruling Democratic Centre Union, led by Señor Suárez, the Prime Minister, has tried to minimize the incident amid accusations by the Socialists that the Prime Minister's party was trying to buy parliamentary debate on the matter.

There were calls for the resignations of the Interior Minister at the time of the demonstration, but should there be a vote of no confidence, the issue is more likely that it will succeed given the composition of the Congress.

The issue does, however, highlight the growing demand for a reorganization of the forces of law and order, that they be made answerable, through the Interior Minister, to Parliament. Riot police in particular and the by now largely disbanded plainclothes secret police were always a law unto themselves under General Franco.

The left in general is wary of going too far and provoking a confrontation with the Government over the law and order issue and particularly, the forces themselves, given the forces' known dislike of the left.

But some influential members of the Socialist Party, like Señor Alfonso Guerra, a known radical, seem prepared to make

an issue of it judging by a declaration in the latest issue of the party's newspaper, El Socialista. Dolores Ibarruri, the 82-year-old president of the Spanish Communist Party, was told today by doctors that she can leave hospital. She had undergone an operation to insert a pacemaker to regulate her heart beat.

The party committee in the northern region of Asturias, which she represents, has voted in favour of raising with the Central Committee the question of her retirement from active politics.

According to informed sources the Generalitat, the Catalan autonomous government suppressed by General Franco, will probably be re-established officially by the end of the month. A draft decree setting out its restoration after 35 years was published yesterday, while an estimated one million Catalans celebrated National Day in the streets of Barcelona.

Barcelona: The Red Cross treated 276 people injured yesterday in Catalonia's National Day celebration, official sources said.

Twelve people were hit by rubber bullets and 11 were suffering from burns. According to police sources, two of them were seriously injured. One was a girl hit in the chest by a rubber bullet, and the other a young man who had a fractured skull.

Security forces had shown restraint throughout a day of persistent taunting from the far left. As darkness fell, the security forces were pelted with stones and mounted police charged radical and Republican groups bringing up the rear of some 150,000 people still on the demonstration route.

There were scenes of panic as the marchers, including women and children, tried to escape. Several thousand anarchists and radicals threw petrol bombs, hijacked buses and set them on fire. As darkness fell, the forces' known dislike of the left.

The bulk of the day's marches passed off without incident—Agence France-Presse and Reuter.

## More robberies and burglaries as serious crimes increase

By Peter Evans  
Home Affairs Correspondent

A sharp rise in burglary and robbery in England and Wales recorded this year has shattered any hopes that the increase in crime had reached a plateau. Last year there was a rise of only 1 per cent, compared with one of 7 per cent in 1975. But in the first quarter of 1977 the figures went up by a tenth over the same period last year.

The latest Home Office figures for the second quarter of this year, now disclose that the increase has accelerated to 12 per cent during that period, compared with April to June last year.

## Alcoholism showing among 18-year-olds

By a Staff Reporter

The first signs of chronic alcoholism in people aged 18 and 19 are beginning to be noticed, Mr John East, senior adviser on addictions in Hampshire, said yesterday.

He was speaking at the first showing of a film made for showing in schools and aimed at checking drinking among young people. He said that although the figure of 500,000 alcoholics in Britain had been published, he thought the total probably exceeded a million and was rising.

One young addict complains

The most worrying reversal of the trend then shown is in figures for burglary and robbery. Whereas burglary showed a 1 per cent drop in April to June, 1976, compared with the same period the previous year, this year the second quarter shows a 15 per cent increase. Some of the reasons for the increase in burglary, a 6 per cent drop in the second quarter last year contrasts with an 11 per cent increase this.

The general increase in crime, the Home Office said, reflected a 13 per cent increase in April to June in theft and handling stolen goods, reported cases of which rose by only 2 per cent in the same period last year.

The largest percentage increase continues to be in criminal damage offences, which rose by 27 per cent. He thought some may find comfort in a 9 per cent decrease in sexual offences, that figure, like others in the statistics, refers only to those recorded. Others may not be reported.

The total number of indictable offences in the second quarter of this year was 652,300, bringing the figure for the year so far to 1,266,400. More than half are made up of offences of theft and handling stolen goods.



Bing Crosby with his wife, Kathryn, yesterday.

## Still Hope for Bing Crosby film

By Phillip Howard

The London Palladium yesterday introduced its discovery of last season, a septuagenarian crooner who London debut was so successful that he has been invited back for a fortnight from September 26.

Harry Lillis Crosby, known as Bing since the age of seven because of the infant Crosby's enthusiasm for a comic strip called "Bingville Bugle", has over the past 50 years become the strolling troubadour, the lyric poet, and the symbol of eternal youth (well, eternal middle age) of our adolescent generations. When he sauntered casually on to the impromptu stage arranged in the foyer the show business scribes, not usually a sentimental pack, put down their pens and took a long look at him.

Mr Crosby, who was wearing a blazer, casual flannels, big polka-dot bow tie, and his ageless elfin face with protruding ears, puckered his lips to whistle a bar or two, and remarked: "There are more people here than saw my last three pictures."

He seemed the most relaxed and youngest person in the room as the photographers snapped away. The Palladium publicity burred happily though with some impression about the "legend" called Crosby, and Mrs Crosby, who is less relaxed, spoke about her acting and nursing experience.

While he is over here he is taking his stage show to Preston and Manchester, making a television spectacular, and recording a new album to add to the 400 million records he had sold at his last stocktaking.

Hacks looking old enough to be his brothers persisted in asking him whether he felt at his age it was right. Mr Crosby said he would be bored if he had to work to do. "I enjoy working with a good band, good on stage, and knowing that somebody wants you. It is fun. It only lasts two or three hours a night, and you have an interval to pull yourself together."

He said he did not think he would retire so long as he was satisfied with his performance, but volunteered the opinion that his old records that it does today. He has in mind a big project to write a book about the funny people he has met on his long journey through life.

He spoke humorously about his accident in March, when he fell 25ft into an orchestra pit in Pasadena, and sang a snatch about falling on a short word describing a fundamental part of the anatomy in Pasadena.

He said he planned to make another "Road" film in Britain next spring with Bob Hope and Dorothy Lamour. It is to be called The Road to the Fountain of Youth and will describe, with clippings from earlier films, the search of two young gaffers for the secret. Mr Crosby confided with youthful slang: "Lord Grade is coming up with the cabbage to finance it."

He intends to watch horses and play some golf while he is over here. "It is mainly for therapy. I am just hitting it easily, and scraping it along the ground. I am supposed to walk, and it is less boring if you have a ball to hit."

"I like racing better in Britain than in the United States. There is more variety. In the States it is like a big vacuum cleaner, with everybody feeding the totalisator with their social security cheques."

Someone asked him portentously for his philosophy of life. Bing looked embarrassed that it should be supposed that he had one; but agreed that he believed in taking things easy, believing in taking things easy, enjoying to smell the flowers, enjoying everything that comes along.

## British Rail extends 'saver' fare scheme

By Michael Bailey  
Transport Correspondent

British Rail is to extend its half-price "Big City Saver" fares after the outstanding success of the pilot London-to-Glasgow scheme earlier this year.

The £15 London-to-Glasgow return normal single fare (£16.50) by specified trains attracted 50,000 extra travellers, doubling the previous traffic level, between March and June, and produced an increase of a fifth in revenue.

Three more schemes will start on October 2: London-Edinburgh, £15 return either direction overnight only; London-Sheffield/Chesham, £7 return either way; Glasgow-East Midlands, £10 return either way (Nottingham, Sheffield, Leeds, Derby, etc.). Children half price.

Mr Humphrey Todd, British

Rail's Inter-City manager, said yesterday: "We are very pleased that some of our fares are becoming prohibitively expensive, simply because of the distance. This scheme demonstrates our belief that long-distance inter-city travel should be by rail. We expect it to generate new traffic."

The scheme marked a new departure in British Rail thinking, Mr Todd said, in that people would be able to travel on the day of their choice provided they used one of the specified trains where traffic was light. For the traveller it meant a return to the old cut-price period returns, and for British Rail it directed traffic to where space was available, without fear of "abstracting" full-fare traffic.

The scheme will be confined to a second-class travel for the first six months, but if successful it will be automatically extended, as the Glasgow one is being from October 2.

7 per cent up so far this year, schemes so long as it adds traffic and revenue.

Mr Todd said: "We feel safer over longer distances: 400 miles between London and Scotland. The Edinburgh scheme is for overnight only because the day trains are better used on the Edinburgh run and we have no empty seats."

The London to Sheffield scheme, 150 miles, is more experimental. Obviously we could reach a point where we would lose more full-fare revenue than we generate in new traffic."

The scheme will be confined to a second-class travel for the first six months, but if successful it will be automatically extended, as the Glasgow one is being from October 2.

## Choice of petrol or gas for Volvos

By Peter Waymark  
Motoring Correspondent

Volvo of Sweden is to sell in Britain cars powered by liquefied petroleum gas (LPG). The conversion, which costs £270, will be available shortly on the big 244 and 264 saloons and their estate car derivatives.

The main attraction of LPG, compared with petrol, is cheapness. It costs about 55p a gallon to the private motorist and only 40p a gallon to the fleet user with his own storage tank. The cheapest four-star petrol is about 76p a gallon.

Other advantages claimed for the gas are quieter and smoother running, less engine wear—since, unlike petrol, gas does not dilute the oil film inside the engine—and negligible exhaust pollution.

The decision to introduce the LPG option in Britain comes after two years' experience by Volvo in Holland, where 27 per cent of its 200 series cars are running on the gas. The equipment will be provided by a Dutch firm, Landi den Hartog, and conversions carried out by Yorkshire Autogas, a Hartog subsidiary.

Volvo expects the take-up in Britain to be about a tenth. But it admits that the conversion will be worthwhile only for a motorist who drives at least 15,000 miles a year.

The gas is carried in a 60 litre cylindrical tank installed in the boot, or in the case of an estate car, under the floor. A mixer unit and regulator valve in the engine compartment feed the gas through the normal carburettor. The motorist can still use petrol and is able to change from one fuel to the other.

Several companies already sell LPG conversion kits, but Volvo is the first car maker to offer one backed by warranty. It is estimated that eight thousand vehicles, including some London taxis, are running on gas. There are 200 refuelling points in Britain compared with 50 two years ago.

The corporation also admitted carrying the dog in a box that was too small, and was fined £75.

Palatino International Airlines Corporation was fined £200 at Uxbridge Magistrates' Court, London, yesterday after admitting landing an Irish wolfhound at Heathrow from Tahrar without an import licence.

The corporation also admitted carrying the dog in a box that was too small, and was fined £75.

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## Man serving life sentence found dead in his cell

Larry Winters, aged 34, of Crieff, Tayside, one of Scotland's longest-serving and most dangerous prisoners, was found dead on Sunday at the maximum security unit in Barmkin prison, Glasgow, it was disclosed yesterday. Strathclyde police are investigating.

Mr Winters was given a life sentence at the Central Criminal Court in July, 1964, for the murder of a London barman, and in 1968 he was sentenced to a further 15 years for the attempted murder of two prison officers. In May, 1973, he was given another six years for taking part in a riot at Portlough prison, Liverpool.

Reclus dies: Mr Laurence Say, aged 47, a recluse, has been found dead near his home, a cave in Heugrove Woods, near Bath. A post-mortem examination showed that he died of bronchial pneumonia.

Mr Say turned his back on society after an argument with a girl about twenty years ago. He was known as the hermit of Heugrove, but in his younger days he was one of the best dressed men in Bath.

Surrey police are investigating the death of a man whose badly burnt body was found in woods at Colley Hill, Reigate. Two petrol cans were found near the body. No criminal offence is suspected.

## National Front barred

The National Front was barred yesterday from using any buses belonging to West Lothian District Council.

## Hospital rejects complaint on cellist's treatment

Westminster Hospital, London, yesterday denied a complaint that the cellist, Mr Lloyd Webber, the cellist, on September 7 that he had been kept waiting three hours in the accident and emergency department where he had been taken in pain and then he had been assumed to be a drug addict.

The hospital said that Mr Lloyd Webber did not wait three hours before being given medical attention, as had been stated. During the hour and a quarter that elapsed before pain killing medication was given his condition was assessed

by X-ray examination and urine analysis among other things, and a diagnosis was made enabling the doctor properly to prescribe medication for the pain.

The hospital did treat drug addicts in the same age group as Mr Lloyd Webber, it said, and the medical staff were rightly cautious in dealing with pain by prescribing pain-killing drugs before knowing the nature of the cause.

Mr Lloyd Webber was found to be suffering from a kidney stone, and was kept in hospital for three days.

## Open-cast mining to go ahead in Forest of Dean

By Ronald Faux

An open-cast coal mine with reserves estimated at 500,000 tons is to be opened in the centre of the Forest of Dean. The mine is on land owned by the Forestry Commission at Woore Green, Gloucestershire, where attempts at mining have been successfully resisted by conservation groups on the ground of the damage it would do to scenery.

Storms last winter however created natural havoc, destroying 13,000 trees and littering a hundred acres with dead timber and tree stumps. The commission said yesterday that the decision to permit mining was taken because the scenic value of the area had been lost.

The decision is in line with government policy to exploit coal reserves. The mine will employ about a hundred people.

Strict conditions are contained in the permission granted to Woore Green High Delf Ltd, the private company carrying out the mining. They will operate on 135 acres. The commission said that when the mining has finished the land will be restored and improved.

The land will be better off for good turning over, the commission said.

Nevertheless the decision is bound to rekindle local opposition. Mr J. T. Watkinson, Labour MP for Gloucestershire, West, refused to support the proposal and wants strict conditions to be attached to any mining lease. The Dean Forest Park Action Group also objected.

From early times the minerals beneath the forest have been subject to ancient rights of "freemen". The Gloucestershire Planning Committee approved the company's detailed proposals in

December, 1972. Safeguards will include a belt of wind-firm trees between the mining area and Speech House Road, a popular tourist route. An earth embankment will be built around the site to buffer noise, and vehicles taking out coal will be routed northwards to the main Gloucester-Monmouth road.

The local man who opposed the original mining scheme said the foresters would be "up in arms" over the proposal.

Another wondered what all the fuss was about. "We have already had one exercise like this near St. Brice's where an open-cast mine was opened and closed without bothering anyone. The only reminder is a rather nice lake that was not there before, but of course everyone is now angry about who should fish there."

Freemen work the gales themselves, usually as a small-scale manual operation, or dispose of them by deed or will. During the past twenty years several attempts have been made to exploit Woore Green, the last being in 1970, when an approach was made by an associate of Woore Green High Delf Ltd, which acquired the gale from the National Coal Board.

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## Airline pilots return to work in Portugal

From Our Correspondent  
Lisbon, Sept. 12

Pilots of the Portuguese national airline TAP returned to work today after a 24-hour strike. Only five out of 39 scheduled flights took off from Lisbon airport yesterday.

Nine thousand passengers were affected at Portugal's three international airports. Pamphlets were circulated among the passengers by the civil aviation Pilots' Syndicate, which had called the strike. Reasons for the strike were given as delay in drawing up the pilots' new labour contract and in the normalization of the operating management.

Ground staff of the company did not join the strike. A large party of West German tourists were taken from Lisbon 187 miles to the Algarve in a fleet of buses as no buses were available.

More Home News, page 16

## Dr Cunhal calls for change of government

From Our Correspondent  
Lisbon, Sept. 12

Dr Alvaro Cunhal, the Portuguese Communist Party leader, called for a change of government when he addressed a crowd of half a million at the close of a huge three-day festival organized in aid of the party newspaper Avante.

He described the Socialist Government's recent laws as "a legislative counter-revolution" and accused Dr Soares, the Prime Minister, of "submission to the International Monetary Fund and international imperialism."

The festival was held in the Lisbon suburbs on a site of 25 acres. The grounds were packed with thousands of people, bands, and amusement stalls. Among the most popular foreign visitors was Colonel Boris Volynov, the Soviet cosmonaut.

More Home News, page 16

Cherek arrived on French island and...  
Italy...  
Norway...  
Call on European Parliament leader...  
Towards...  
Parliament...  
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Parliament...  
Towards...



## WEST EUROPE

## Mr Gierk arrives in Paris for talks on French assistance to Poland and East-West détente

From Charles Hargrove, Paris, Sept. 12

Mr Edward Gierk, the Polish Communist Party leader, arrived in Paris on a state visit designed to improve still further the exceptional quality of Franco-Polish relations, and to discuss the dialogue between East and West.

Mr and Mrs Gierk, who were escorted from the frontier by a military aircraft, were welcomed at Orly airport by President and Mrs Pompidou, and Mr and Mrs Barre, the Prime Minister, with all the protocol due to a head of state.

In reply to the host's speech of welcome M Gierk said that the Franco-Polish dialogue had turned out to be a fundamental and very constructive element in the development of relations between East and West. Cooperation between the two countries had served both their mutual interests and the cause of peace on the continent.

The Polish leader is anxious

for help to tide over Poland's economic difficulties and to obtain greater French assistance, especially in the matter of light industry. Beyond that, disarmament, détente and the coming Belgrade conference will be discussed at the two private talks, and the private luncheon at Marly, near Paris, on the third day. Other subjects on the agenda will be the North-South dialogue, the Middle-East problem and Africa.

It is not the first visit of Mr Gierk to France since he succeeded Mr Gomulka in 1970. He came here in 1972, at the invitation of President Pompidou. His sympathies with and admiration for France are well known in spite of the fact that he worked in the mines in France from the age of 13 until he was expelled for his communist activities. Now he is the de facto head of the Polish state, Grand Cross of the Legion of Honour, and a much respected negotiating partner of the French President.

In an interview in *Le Monde* today, he makes clear his desire to "perfect" socialist democracy in his country. On the freedom of opinion and discussion which prevails in Poland, he says: "No one in Poland is sentenced for his opinions. We do not have and do not wish to have any political prisoners. But we cannot tolerate violations of legality."

He mentions as one of the positive results of the Helsinki conference the improvement in relations between the two Germanies. What preoccupies him particularly is the absence of any notable progress over military détente. But he insists that the process of détente between East and West is "irreversible". After the first private talk tonight with President Giscard d'Estaing, Mr Gierk will be the guest of honour at a state banquet at the Elysee Palace to which M Jacques Chirac, the Gaullist leader, was also invited. His Mayor of Paris, Mr Chirac, will receive him tomorrow at the town hall.

## Record voter turnout in Norway elections

Oslo, Sept. 12—Opposition

confidence that Norway's minority Labour Government would be ousted from office in the country's general elections in a week's time as reports came in of a near record 85 per cent voter turnout.

Political analysts said a big turnout would benefit Labour, and by noon today the second and last day of the voting—

and last day of the voting—had begun. From the 1973 elections, when 80.2 per cent of the electorate cast their votes.

But although the experts were predicting gains for Labour, they doubted whether it could capture enough seats for an outright majority.

The Labour Party, headed by Mr Odvar Nordli, the Prime Minister, had 52 of the 115 seats in the outgoing Storting (Parliament) and was allied with the Socialist Left Party with its 16 seats. Ranged against them in the elections is a centre-right coalition of the Conservative, Christian People's and Centre parties.

Opposition hopes were raised by two opinion polls based on 2,000 voters were swinging to the right. But according to a later survey on Saturday, they were divided 50-50.

Mr Nordli's Government has been heavily against anti-inflationary measures, and has pursued an expansionist economic policy, giving the country one of the world's highest unemployment rates and holding unemployment below 1.5 per cent.

But the Opposition claims that Norway now has the highest production costs in the world because of inflation and excessive pay claims.—Reuter.

## Heath call on European Parliament leaders

From David Wood, Luxembourg, Sept. 12

Mr Edward Heath, the former Conservative Prime Minister who carried Britain into the EEC, arrives here tomorrow for a day of intensive consultations with leaders of the European Parliament, including Signor Emilio Colombo, now President of the Parliament, and an old colleague, during Mr Heath's two negotiations for entry. He is particularly concerned with progress towards direct elections.

There are broad hints that Mr Heath's visit bears on the address on high international themes that he is preparing to deliver to the Conservative Party conference in Blackpool next month. Some British politicians speculate that he is intending to take a leading part in a counter-attack on the Labour Government's reservation and internal divisions on the Community.

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## OVERSEAS

## Battle for vital Ethiopian town

Nairobi, Sept. 12.—Thousands of Ethiopians, some armed with wooden imitation rifles, marched through Addis Ababa today in an anniversary parade while a battle raged 250 miles away for control of a strategic Ethiopian town near the Somali border.

The parade by civilians and peasants marked the third anniversary of the overthrow of Emperor Haile Selassie, who died a captive in August, 1975.

The battle was for Jijiga, an important Army base town which Ethiopian claims still to control but Somali-backed dissidents say is now theirs. The outcome could be vital for the Western Somali Liberation Front, who are supported by the Government in Mogadishu.

In an hour's speech to the rally in Addis Ababa, Lieutenant-Colonel Mengistu Haile Mariam, the Ethiopian leader, acknowledged some losses but declared: "We shall not be perturbed by temporary reverses because victory for the enemy is temporary."

Amid claims and counter-claims of heavy losses in the Ogaden, another dissident group today claimed to have seized control of most of Ethiopia's southern provinces and now controlled all of Bale except for the provincial capital, Goba, and the town of Gidir near by. The Self-communiqué was released by the Somali news agency, the SNA.

Our Diplomatic Correspondent writes: The tide has turned for the Ethiopian forces in their battle to repel the invasion by Somalia, the provisional military government in Addis Ababa believes.

We will secure our territories in a very short time, and we are confident that we will be in a position to dictate a solution to the Somalis," Mr Mengistu Asrat, the Ethiopian ambassador in London, said.

Geneva: Ethiopia has dropped efforts to recover gold believed to have been banked in Switzerland by Haile Selassie. Mr Wukwayo Berhanu, the Ethiopian Ambassador, said here today that the Swiss refusal to claims for the gold had been "discouraging" and it would be difficult to trace and recover the deposits.—Reuter.

There are two groups of principal accused, one anarchist and the other of the extreme right. A general and other officers formerly belonging to the secret service are also among the accused.

Signor Andreotti can take the credit for having forced the open the part played by the secret service in this and other plots involving the extreme right.

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Kremlin handshake over another medal between Dr Waldheim and Mr Brezhnev.

## UN medal presented to Mr Brezhnev

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During their meeting, Dr Waldheim presented Mr Brezhnev with the United Nations peace gold medal "in recognition of his considerable and fruitful activities in favour of universal peace and people's security".

In return, Mr Brezhnev gave Dr Waldheim a collection of medals from different Soviet republics.

The talks, described as "extremely cordial", covered the need for the rapid adoption of efficient measures for arms limitation and disarmament.

The two men also discussed problems facing the successful conclusion of a universal treaty on non-recourse to violence, strengthening measures to prevent the spread of nuclear weapons, a total halt to nuclear arms testing and a stop to the development of new types of mass-destruction armaments.—Agence France-Presse and Reuter.

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## S Africans prepare for a grim struggle

Continued from page 1

for both countries if Rhodesia has decided to reject the package deal and tries to accept only the parts of the proposals it likes; a response which Dr Owen and Mr Young have indicated is not feasible.

South Africa may be faced with international economic sanctions if it continues to help Rhodesia. The Economics Minister's role may have been to spell out the limits of support Mr Smith may expect from Pretoria in view of these threats.

At the weekend Mr Heunis disclosed that South Africa has been building up reserve stocks of oil and other strategic materials. His statement, confirming what has long been privately known, reflects awareness that South Africa is being told by Washington that it must either join the boycott of oil to Rhodesia or have its own supplies endangered.

A number of near-apocalyptic warnings have been given by ministers and defence chiefs in the past week to prepare the nation for the likelihood of a grim political and economic struggle for survival. The Prime Minister has told South Africans that in the coming months and years they will be "tested as never before". The Foreign Minister on Saturday urged the public to steel itself against new attempts to isolate South Africa and inhibit its relations with the outside world.

While ministers maintain total secrecy on the Smith-Vorst talks, an indication of the South African Government's thinking was given in an anonymous commentary by the state radio. After repeating ministerial calls on the struggle ahead, it said: "South Africa will not be pressured into indulging in sanctions and boycotts, but whether she will be able to continue supplying her neighbouring states with commodities such as oil if she is denied them herself because of the developments in Rhodesia is another matter."

It concluded by recalling the Foreign Minister's declaration that there is "one overriding principle involved, and that is survival."

Johannesburg: Bishop Abel Muzorewa and the Rev Ndabandaba Sithole flew to Salisbury for talks on Rhodesian developments with President Banda. The two nationalists one regarded by Mr Smith as "moderates" and as men with whom he might therefore be ready to make a deal.

Salisbury: Rhodesia's Combined Operations Headquarters rejected as "without foundation" accusations by President Kaunda of Zambia that Rhodesia used napalm against his country. Dr Kaunda had claimed that three Zambian soldiers were killed in a napalm raid by Rhodesian jets across the border at the beginning of the month.

Pretoria: Ambassadors from the five western nations on the United Nations Security Council began talks with Mr R. F. Botha, to discuss South West Africa (Namibia).—Reuter and AP.

## Consular officials to visit Briton held in Ukraine

Moscow, Sept. 12.—Soviet authorities have agreed to let British consular officials pay a second visit to Mr Andrei Klymchuk, a Briton, arrested in Ukraine on August 1, the British Embassy said today.

The visit, on September 23, would probably be made by Mr Brian Spencer, the Consul-General, and Miss Margaret Borland, the British Consul, who had a short meeting with Mr Klymchuk on August 9.

Soviet authorities have alleged that Mr Klymchuk, a 21-year-old London student whose father left Ukraine in 1943 and settled in Britain after the Second World War, was carrying coded instructions from a Ukrainian émigré organization for "hostile activities" when arrested.

The Soviet action comes almost four weeks after British officials requested fresh access to Mr Klymchuk, who is being held in Lvov.

Under the Anglo-Soviet consular convention, access to detained nationals of either country is granted "on a recurrent basis". British officials were known to feel the delay of more than six weeks between visits was not in keeping with the spirit of the convention.

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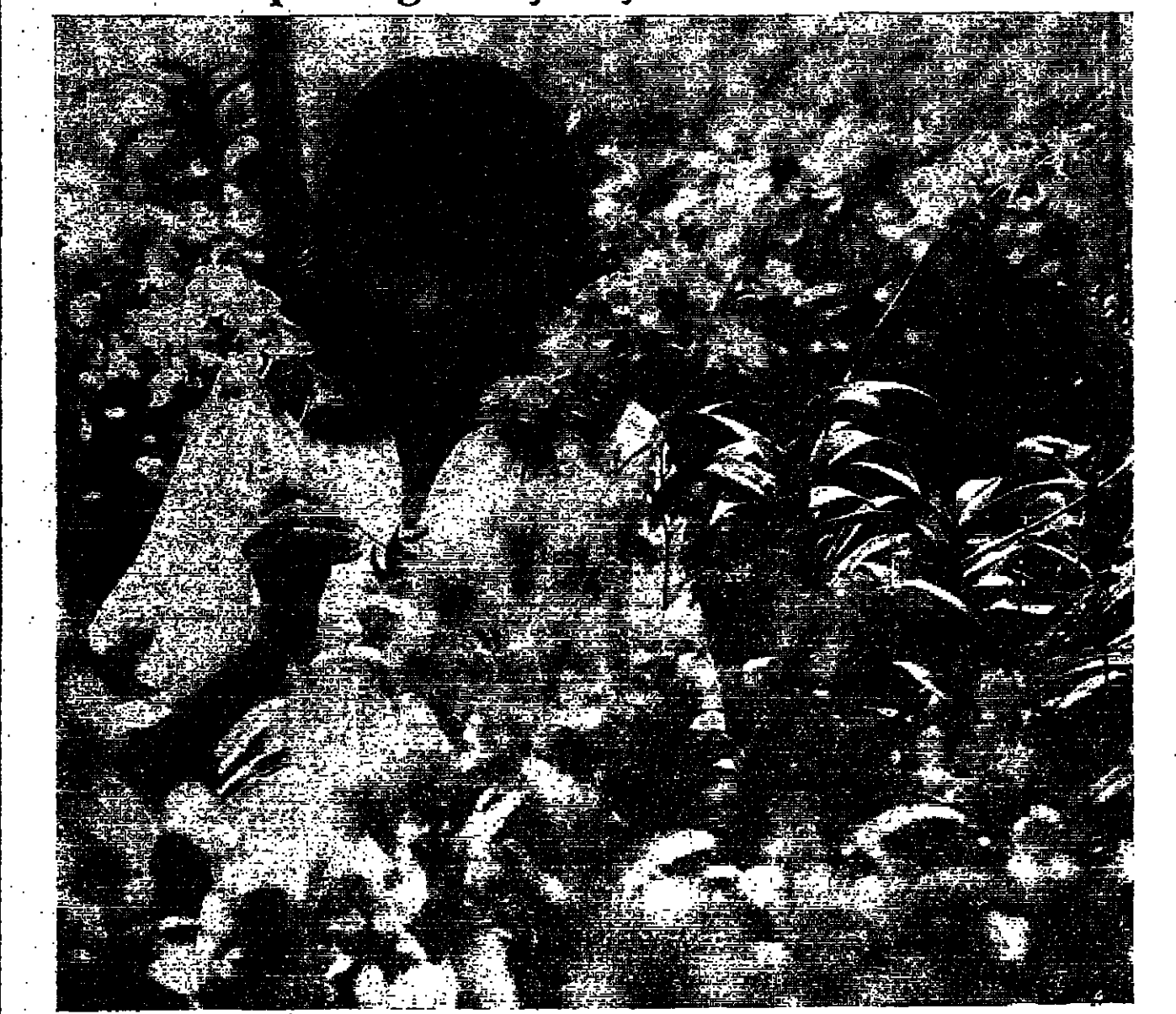
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Mr Klymchuk has been charged with several offences, including anti-Soviet agitation and propaganda, for which he could be jailed for up to seven years.—Reuter.

## Picked in Thailand today for a passenger in Sydney tomorrow



The orchid. One of the most exotic flowers in the world and to the people of Thailand, a passion. From the week-end market in Bangkok to the far-reaching corners of the Thai provinces, many colourful species can be seen growing in abundance. Either as a business, a hobby or simply arranged in pots under the eaves of the most humble household. At Thai, we consider the delicate bloom of the orchid so beautiful, we give one fresh to every lady passenger on every flight, as part of our Royal Orchid Service. Which also includes such luxuries as free drinks? gourmet food and specially selected music and films. All served by delicious Thai hostesses with a grace and charm that has been a part of Thai culture for thousands of years. On most airlines, all you get when you leave is a thank you. On Thai, we say it with flowers. Smooth as silk.

## PARLIAMENT, September 12, 1977

## Aid towards maintenance of coal stocks urged







## Fighting the battle of the conference hall

required to run office while Principal is away abroad. Sem; retired Solicitor or any of over 3 years standing is welcomed. Supervision of competent staff concerned with litigation and conveyancing. Located Dalston, E.5. Attractive salary. Please telephone :













# Guide to productivity in the office: 2

## Ruined by routine

by Lynda King Taylor

Misusing human talent is wasteful and expensive. Without stimulation, people allow their intelligence to stagnate as far as their jobs are concerned. Where office work emphasizes unchallenging routine, it can make people expertly stupid, persevering with activities that obviously serve no useful purpose.

Effectively, their brains are dying as far as the organization is concerned. It is only natural that they should change employment frequently as a sort of compensation. In such circumstances increases in productivity and motivation can hardly be expected, and surprisingly few organizations identify the problem.

Out of 44 companies I approached only seven admitted to any career hierarchy for all their office staff. The most quoted excuse for doing nothing was "they are not with us long". Hence the vicious circle—a continuous merry-go-round of office workers in large cities. The average stay in general office work is 16 months.

According to the Alfred Marks Bureau the proportion of salary cost of replacing staff is about 30 per cent; that is, on a salary of £3,000 the average cost of replacing someone is about £887.

Career hierarchies in offices are notoriously limited, and as a result pay increases for promotion are only marginal. Promotion is more often than not based on length of service rather than competence, let alone potential.

Ambitious people get frustrated and Britain's most precious resource of human effort and skill walks out the door. Sadly, it is almost impossible for an office worker to develop, or be recognized for having great competence in a skill which could compensate for not advancing in a hierarchy.

For example, an excellent welder, toolmaker or other craftsman can derive constant high satisfaction from his skill, and from the acknowledgement of this skill by others. The office typist cannot. As career development is more often than not based on the tenure principle, promotion goes to the individual best suited to his or her skill.

To start at the beginning with the school leaver, starting a new job involves cultural shock. The new institution is never quite like that imagined and while induction can lessen the shock it cannot remove it entirely. The joining-up process is most marked where there is an older superior and a younger recruit.

All too often younger employees talk angrily about mismatched expectations and the wide discrepancy at this level occurs between the management/educationalist groups' views on matters of working in industrial and commercial offices and the actual views held by the recruits themselves.

Hellermann Deutsch, an electronics combine based in the south-east, has attempted to identify the problems of school leavers entering a career in industry. A number of issues were highlighted. In particular, the emotional impact of transition from school to work had

been expected to be similar to that of moving from primary to secondary school. Boys in general were over-awed by the fact that they were facing nearly 50 years of work ahead of them: girls could not envisage a similar thing occurring.

From the onset of this programme Hellermann Deutsch has realized that the start of a career structure in its company commences before the youngsters ever get disillusioned with the first rung of the ladder. "Project Link-up", as it is called, allows the schools and the company to discuss the aspirations and qualms of the new recruit.

Feedback and appraisal are the basic ingredients in career structure. If an individual does not get feedback—real answers to the question, "how am I doing?"—work becomes a killing activity with little motivation and effectiveness emanating from the employees. An example of an effective feedback system is the one used by IBM, where all employees are involved in appraisal and counselling sessions annually—and in a new job after six months.

In appraisal and counselling the line manager and the employee discuss the hoped-for career path for the latter. (Line managers in IBM spend two thirds of their time on workers' problems and the remaining third on their respective line tasks.) An assessment is given, and if the employee disagrees there is an appeals procedure through a recognized grievance channel. What is important, is that an individual can say "this is my aim" and it does go on file.

An educational programme attempts to meet the individual's objectives, the ambitious are not held back by being short of formal training.

Such a scheme stimulates both parties. The employee knows he has a fair opportunity and the company is forced to be interesting to use its identified school talent among its employees.

The Tyneside-based Northern Rock Building Society, with 80 branch offices from Liverpool to Brighton, developed its career structure through a job-evaluation programme. Based on a grade classification scheme covering everyone from dishwashers to senior managers, the programme helped to eradicate unfairness in the original system.

Because the society is so fragmented, promotions were often misunderstood. Branch workers suspected "promotion by visibility", that if your face was seen often enough the head office would promote you better than if you worked hard in the branch.

The job evaluation programme stratified jobs in a way that people could understand. They could appreciate the reasons for moves, they could see when they happened, and they could also see what they might aim for themselves.

Questions like "what is the structure?", "where can I go?", "why did that happen?" could be answered, "allowing people to relate their own objectives to what the company has offered."

The writer is author of Not for Bread Alone—an Appreciation of Job Enrichment and A Fairer Slice of the Cake—the Task Ahead.

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## Quiet revolutions

All offices have one thing in common—they produce—even if it is just paper. The fact that offices are production units is often overlooked. Although this may give a false sense of status, it can sometimes give a sense of futility.

What is the product? It cannot be bought and sold on an open market, but it is just as important as that of a foundry or assembly line. Without the office the organization cannot function.

Whatever the end product, be it preparation of sales figures or wage administration, it is seldom the work of one individual working in isolation. Instead it is an accumulation of facts and figures collected, chronicled, calculated and collated by an entire team.

This fact is often overlooked by many managers who concentrate on a single objective, for example, making up wage packets on time, with little regard to total staff use and motivation.

This can be borne out by an Engineering Employers' Federation paper, *Productivity Improvements in the Office* which states the effectiveness of most clerical resources is at a level of 50 per cent. In my experience it is often even less. Improving this figure can often be achieved by installing improved methods, procedures, equipment and

standards which, if properly handled, make office operations more enjoyable as well as more effective.

Increase in effectiveness cannot rely solely on technological improvements; the human side of the enterprise has a major role to play in improving efficiency. The Civil Service is the largest single employer of non-industrial workers in Britain and its departments are fundamentally service-oriented; hence a high labour content.

Unlike manual areas where cost effectiveness is usually more obvious and therefore more urgently demanded, most government and local authority departments have their performance judged purely on the level of service given and not on what that service costs.

Economic and consumer pressures are forcing managers in the public and private sectors to look again at improvements in office productivity, and where labour content is high much emphasis is being placed on staff motivation and use. Efficient staff use requires the effective use of time and energy as well as initiative and talent, and nothing is as corrosive of office morale as a lack of sense of purpose.

Two quiet revolutions are occurring, within clerical employment, particularly, one concerns the measurement and grading of work, the other the need for greater flexibility within offices as a vital part of office efficiency.

can automatically transfer a caller from an engaged extension to an alternative number, reroute the outsider to a temporary extension—or even to another building to reach the person being called—hold a message and make an automatic return call, and perform many other actions.

The provision of such facilities is not exorbitantly expensive for the large organizations because the necessary data processing, which is what these activities entail, can be incorporated in computer systems introduced for other purposes. In Britain the provision of such advanced equipment for telecommunications is slow, partly because of demarcation arrangements between the Post Office monopoly and the computer equipment suppliers.

Though the manufacturers wait to push ahead with selling the most advanced methods of using their computers, the Post Office also has to safeguard the interests of thousands of subscribers who wish to share the public telecommunications network for other services including telex, data transmission, facsimile, and radiophone.

Other technologies for filling the limited amount of telecommunications space are also moving from laboratory success to commercial application. One of the most important developments must

be the advent of electronic mail, or the transmission overnight of letters and documents from one micro-film file to another at a distance.

The method is already in use elsewhere in the world as a regular practice. Its routine adoption in Britain is a matter of time. These ideas are perhaps outside the needs of most organizations which depend on good communication for the efficiency of their business. As the other extreme is the type of radio paging system that has been operated successfully by a commercial enterprise and is being extended greatly through the Post Office.

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Each pocket-sized radio paging receiver has its own exclusive telephone number which can be rung from any telephone in Britain, thus effectively increasing the area available to paging by hundreds of square miles.

One attraction of the service is that the call to a radio paging receiver is free of charge. The initial plan is for a network of 10,000 receivers, to be extended to 100,000.

The receiver only alerts the users by emitting a continuous beep. Communication with the caller is then made by telephone. Nevertheless a substantial investment is necessary in the capital equipment to obtain wide coverage for the system. Very high frequency radio transmitters have been built at strategic points to cover the Greater London area. Calls to a subscriber are routed through a computer centre which ensures that the correct code is fed through to the transmitters.

Each subscriber has one number for one paging unit but for an extra rental a second address, or additional number, can be connected. Additions like this can be used to distinguish between urgent and routine types of messages needing attention. Subscribers who need to alert a number of people simultaneously may rent a special device which, by dialling a 10-digit number, the first four digits of which are a standard subscriber trunk dialling code common to all radio pagers, and three more the calls to the computer-

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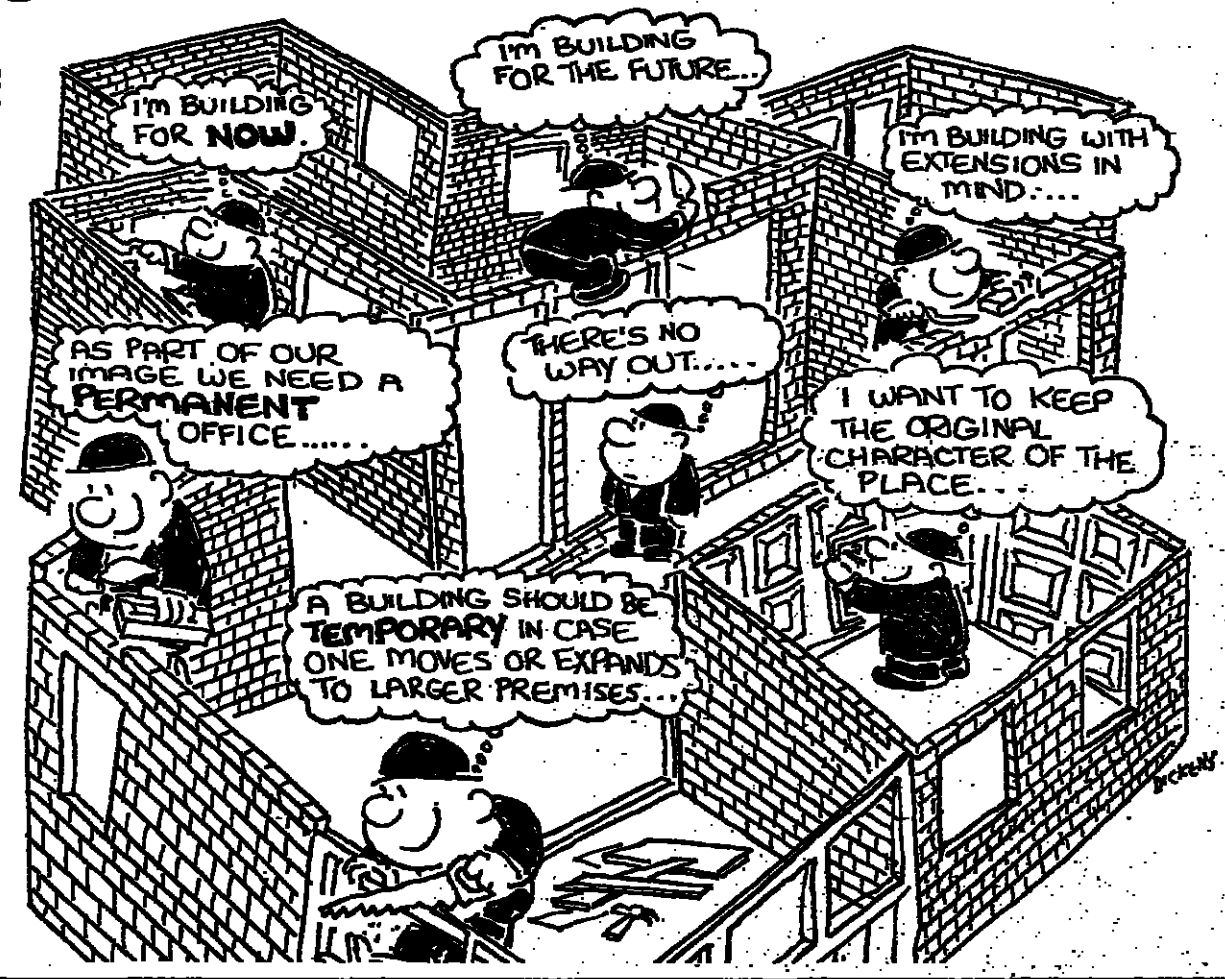
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## Questions of site and size

by Eric Fordham

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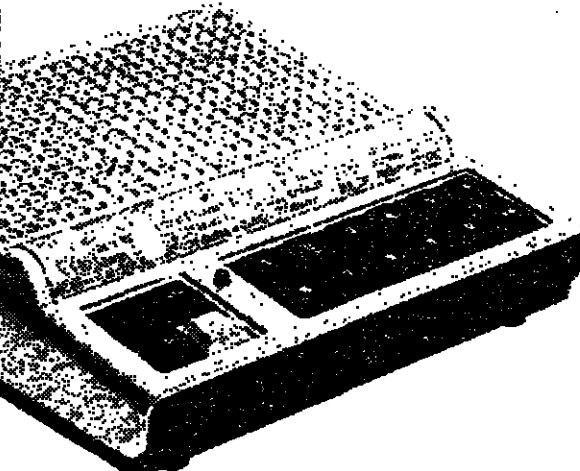
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by Pearce Wright

In a world in which the service sector of industry is developing most rapidly, more and more companies are discovering that their efficiency and profitability is only as good as their communications both with their customers and staff.

For many companies, the telephone has become the way to reach prospective buyers. For people on the move, whether they be doctors, dentists, plumbers, television repairers, solicitors or one-man businesses, the telephone becomes a crucial link for messages.

A wide variety of automatic telephones for taking and relaying messages has been devised for people needing a random but frequent two-way exchange of information.

Large business organizations can justify the installation of computer-controlled telephone exchanges which prevent the incoming caller from feeling abandoned. Not many of them make this investment though modern telecommunications systems

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## Look before you leap out of the frying pan

هنا من الاله

by Christopher Warman

To move or not to move—that is still the question for firms in the expensive heart of London and the select parts of other large cities.

Many factors are crucial to the decision. The cost of having a building which devours money through rent and rates is now seen as just one, albeit important, reason for moving. A year or two ago it was in many cases the only one.

Matters have been complicated by the Government's decision to change its

policy of decentralization from the big cities and attempt to attract life, and that means industry and commerce, back to the ailing inner cities. There has been a good deal of misunderstanding about the consequences of this, not least about the work of the Location of Offices Bureau.

The Commission immediately conveyed when the Government announced new terms of reference for the bureau, which came into force on August 8, was that it was being required to reverse its previous work and try to lure back to London firms which it had spent many years persuading to leave.

That is not the case. Its main function is now defined as the promotion of better distribution of office employment, which it would claim has always been the underlying reason for its existence.

Under that umbrella it is to give particular attention to the promotion of office employment in inner urban areas but excluding the City and West End of London, and to widen its horizons to attract international concerns to bring office employment to Britain.

Even before the bureau's role was enlarged, there had been a feeling among the boroughs of London that it was simply trying to take away people and offices—providers of valuable rateable income.

The facts are different. There are probably more office jobs in Greater London in 1977 than there were in 1963 when the bureau was set up. In that time there have been 763 moves involving 48,992 jobs to the London boroughs, including the inner areas, although most have been to the outer boroughs with Croydon the main recipient. The total bureau relocation programme has involved 1,261 moves and 96,163 jobs.

What the bureau has been doing, therefore, is to siphon off the increasing number of office jobs and put them elsewhere because there just is not enough room in London, attraction that it remains, to sustain them all.

In the last year or two, many firms in London have decided not to move, and a bureau study established that most of the non-movers occupied space on favour-

able terms, either on long leases or as owner-occupied premises. The immediate economic incentive to decentralize was thus much reduced—and the economic cost remains for them the vital consideration.

The decline in rents has had an effect both on firms under pressure to move and those with no immediate need to relocate. The former were able to find space near by at rents much lower than expected, while those with an eye on decentralization in the future again found that the change of costs in and out of London made the project less attractive.

Firms nevertheless expect the return of substantial rent differentials in the near future, which will bring renewed demands for decentralized office space.

At present, however, there can be no doubt of the enormous difference in rent levels in London compared with elsewhere. Prices extend up to £18 a sq ft in central London. Compare that with £6.50 to £8.05 in Croydon, £3 in Aylesbury, £1.98 to £4.71 in Luton, £2.50 in Hastings, £1.15 to £2 in Portsmouth, £1 to £2.30 in Norwich, £3.25 in Ipswich, £1.75 to £3.25 in Bristol, £2 in Derby, £1.25 to £3.25 in Birmingham, £1.25 to £2 in Wrexham, £2 in Bradford, £1 to £3.25 in Manchester, £1.37 to £2.08 in Newcastle upon Tyne, and £1.25 to £4.25 in Glasgow.

These are all examples of actual asking rents recorded by the bureau this summer. Rents remain an important consideration, but the

availability of staff is another. In London the continual increase in commuting costs is causing worries not only for commuters but for their employers. Firms believe it will be difficult to continue to recruit executive staff to work in the centre at a time when travelling costs are rising but salary levels are controlled.

That said, it is not easy to find sufficient high-class middle management outside London and the south-east. The difficulty does not end there, because middle management is often reluctant to move with the firm.

A small town or rural location is all right for one move, perhaps, but if such an employee later wants to move, there are few jobs available.

Firms like to take their middle management with them, but it is more expensive to move than the clerical staff. Clerical staff can be recruited locally, and are often of high quality compared with the city staff.

The availability of staff, housing and communications are all part of the integral requirements of a firm considering a move and have to be studied carefully. They are subsidiary, however, to the accommodation. It is the availability of space which comes first.

In London there is accommodation, but it is largely in small pieces unsuitable for any but the smallest firms. Local government planners are putting such constraints on office development as to diminish its value. The EMT's building in Tottenham Court

Road, London, is a case in point. The borough council made so many conditions before the building went ahead that the accommodation is scarcely what the firm wants.

The difficulties can be overcome, but they emphasize the need for a most thorough assessment of a firm's requirements before any move is made.

The author is Local Government Correspondent, The Times.



Office rents rise to £18 a sq ft in central London, but in Croydon (above) they are between £6.50 and £8.

## Typing at 900 words a minute

by Richard Collin-Smith

It is not difficult to envisage the day when every well-meaning sales director's secretary will have a word processor. Word processing is the term for automatic word processing, typing and the by-product of no building activities which can be extended to a score of systems, each costing anything from an extra £3,000, or £75 a month in large-scale rental, to £20,000 or more.

Word processors record on magnetic tapes, cards or punched paper, and so on. The idea is that every word which is typed in the office and is of potential future use should be memorized and available in electronically typed form.

Thus a sales director launching a new product, having dictated a master copy to his secretary, can instruct her to retrieve the material to a given address list. She inserts the medium, touches a button and the machine heads the first letter with name, address and salutation.

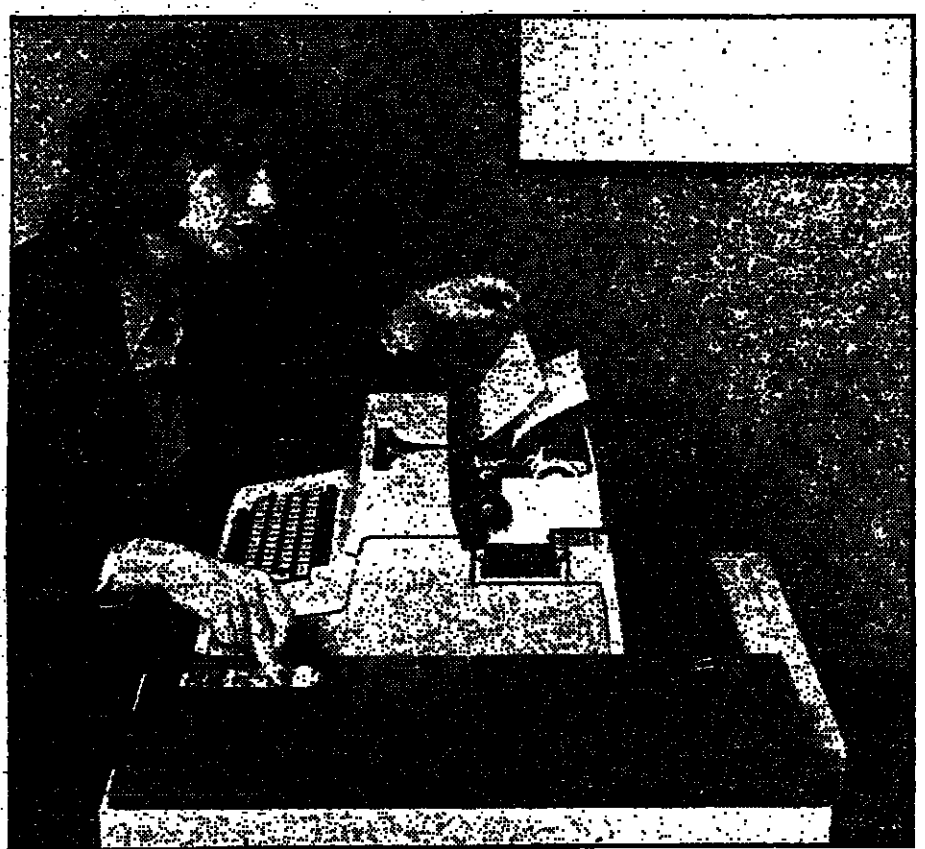
Then the machine switches to the second medium and types the letters at anything from 150 to 300 words a minute. One of IBM's systems can do more than 900 words a minute. With many of the systems the secretary does not have to follow the same format. Underlying paragraphs can be arranged by "playing" the outputs.

This facility may prove more valuable when the inquiries begin to flow in. From a similar programme, personalized letters can be dispatched in response to each.

When the Midland Bank was popularizing the Access card, reply-demanding inquiries suddenly rose from 50 to 1,000 a day, as well as 30 telephone calls. With a handful of magnetic word-processing machines each could contain 12,800 characters—it was able to reply "personally" to all almost without delay.

A further use for word processing machines is in dealing with complaints. No matter to whom within an organization a complaint may be addressed, it is very simple for an individual letter, specifically typed, to be sent off with a delay even if the author has but a few moments to spare to select appropriate paragraphs from the machine's repertoire.

More complex systems, stringing from £6,000 to £30,000, can be operated in a series of typing stations completely eliminating



The Olivetti Editor S14 automatic typing system can handle the mass production of personalized yet standard letters and circulars at great speed.

paper handling in the initial stages. Editing is effected by means of key-changing material from the system's memory as it is presented on a visual display screen.

One firm says that one of its installations with eight typing stations can prepare better quality work more quickly than a pool of 24 conventional machines.

These are "words and number" machines able to compare and sort records into alphabetical or numerical order for such things as stock lists and customer directories. Others can send data by telephone and offer facilities like those of the teleprinter, with automatic checking of transmitted messages to ensure reception of error-free information.

A recent development which makes it possible to change the typefaces of word processing machines economically, and increase the speed, is the daisy-wheel. This is a flat, horizontally mounted wheel, with the characters impaled at the end of radiating arms based on a central spindle. One particular machine can print an average letter in 27 seconds at a rate of 45 characters a second.

To set up a fully efficient word processing system, one has to view it from several aspects. All too often customer service may suffer simply because the

distribution system is not satisfactorily harnessed with that of production planning and stock control, or communications are inadequate.

Customers can use a telephone answering machine to place orders at the end of the working day, enabling the orders to be put in hand immediately the next morning.

A sales director, with only a small staff can have a system installed which enables him to bear the messages on the machine's tapes while still at home, in response to the dialling of a special code.

Where customers are being provided with a service at steady and rarely changing rates one of the least expensive processes for producing invoices can be the single-print addressing machine, the sort operating from embossed plates, for example. The plates can be embossed with discounted net values, quantities, prices, tax and values.

The aim of any sales order processing system should be to effect total documentation, including that of sales and accounting offices, at one typing. Once the realms of mechanization have been entered the visible record used for verifying accurate charging, or they can be obtained with an integral cash drawer unit for small cash and credit account transactions.

The systems differ slightly, but pick-up of the previous balance is automatic, while validity, control and other checks ensure the correct card is about to be posted and all information added is appropriate and accurate.

Such systems can hold all necessary information concerning the aging of an account for credit control purposes and provide automatic audit trails detailing every movement for each account.

There are many manually operated "three-in-one" and simultaneous record systems. One recently introduced ensures the security of all individual copies of embossed plastic credit/account card transactions. It can imprint details from a card on up to a four-part set of register stationery in one operation.

Where companies use customer account number details for computer input purposes these forms can be used for verifying accurate charging, or they can be obtained with an integral cash drawer unit for small cash and credit account transactions.

## Telephone's potential awaits the right connexions

The telephone handset is arguably the most important item of equipment for the businessman. Yet, while an increasing amount of money is spent on a growing range of computer equipment and other office machinery, the proportion allocated by most enterprises for telecommunications remains stubbornly at about 2 per cent of this total.

This estimate is slightly misleading in that many modern computer systems, which can be connected to telephone networks for data transmission, contain equipment that is strictly speaking part of the telecommunications service of an organization.

Yet the telephone service within most organizations is a low priority. It is one of those activities that seems to bring out the cheese-paring mentality of many office managers; there is even ample evidence to show how business is lost, or how relations are soured and clerical costs multiplied because the straightforward process of recording a message fails.

Indeed, the thing that is wrong with most telecommunications units is not the equipment, but the often maligned Post Office service but the surprising ignorance of the customer, who would not tolerate a similar attitude in other sectors of business.

Several big manufacturing companies and international finance houses have effective computer-controlled switchboards with a wide range of answering services, facilities for dictation, methods to call up messages on television screens, procedures to allocate priority to certain calls and automatic routing codes.

But a little imagination can also provide valuable aids without investing in complicated and expensive apparatus. The robot telephone answering device is one such development that has been exploited among its many purposes, for streamlining industrial relations and aiding recruitment.

One manufacturer claims that telephones have achieved a new status for employees in British Oxygen figures, recorded early any time during the day and night, an employee can pick up his telephone and, by dialling an internal extension, listen to a house journal of the air giving details of what's what and who's who in the company.

The service was introduced to help prevent individuals feeling they were cut off from each other. The service received up to 400 calls a day for items that include details of company affairs, new contracts, social meetings, and even restaurant daily menus and

information of bargains in local shops. The service, which regularly includes details of company trading figures, is recorded early each morning on a cassette tape lasting about two minutes.

A similar system has been established by the British Steel Corporation but with some refinement. That service includes the regular telephone answering system by which workers can ask questions of the management. They need not identify themselves, and their questions are answered, perhaps, during the following day's broadcast.

P.W.

## New from Texas Instruments. A whisper-quiet desk calculator. With reliable thermo-electronic printing.

The TI-5015 at £69.95\* Great value in a printing calculator.

The Texas Instruments TI-5015 is so quiet that the loudest noise you hear is tearing off the printout. The printing mechanism has virtually no moving parts to maintain.

No messy ribbon, either.

The technology behind these advantages is thermo-electronic printing from Texas Instruments. Proved on more than 100,000 Texas computer terminals and now also available on advanced calculators. With non-impact thermo-electronic printing, the TI-5015 is quieter and more reliable than you would have believed possible.

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The TI-5040 features the same quiet and reliable thermo-electronic printing capability. Or you can switch off the printer and use only the display — 10 large, bright green digits with commas. Includes independent add-register feature, plus versatile 4-function memory.

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12-digit display calculator.

The TI-5200 has a 12-digit display with large, bright green numbers. Full 4-function memory. A handsome and useful desk display calculator for general office, home, or executive use.

See these quality Texas Instruments desk calculators today complete with 1-year warranty — at leading office equipment retailers throughout the Country.

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## CONCERTS

Following his appearance in Scotland last Wednesday, The Glasgow Herald wrote (Sept. 9):

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## SUNDAY NEXT

ROYAL ALBERT HALL 7.30

## SVIATOSLAV RICHTER

Overture: Liszt No. 3

Piano Concerto No. 2 in C minor

Symphony No. 7 in A

Philharmonia Orchestra

Conductor: RICCARDO MUTI

Box Office: 01-287 8212

## THEATRES

AMBASSADORS, RSC 1171, Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30. Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30. Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30.

SOMETHING'S AFOOT

"Infusing the theatre with unalloyed joy, this production is a masterpiece of comic timing and wit."

EMILY WILLIAMS

Preview: Sept. 20 & 21 at 8.30

ARTS, THEATRE, See 11: 8.30, 2.30, 7.30, 9.30

TOM STOPPARD'S

DIRTY LINEN

Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30

CAMBRIDGE, RSC 605, Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30

PULSATING MUSIC, E. News

See 11: 8.30, 2.30, 7.30, 9.30

DIANE & TONY, Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30

CHICHESTER, RSC 605, Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30

THE TROJANS AT CALYPTO

See 11: 8.30, 2.30, 7.30, 9.30

GLYNEDOLLYN TOURING OPERA

See 11: 8.30, 2.30, 7.30, 9.30

PALLADIUM, 01-437 7373

7.30, 9.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30

ROLANDE PETIT'S BALLETS

See 11: 8.30, 2.30, 7.30, 9.30

ROYAL FESTIVAL HALL, 01-319 3191

Unit 1, Eves. 8.30, Sat. 2.30, Sun. 2.30, 7.30, 9.30

LONDON FESTIVAL BALLET

See 11: 8.30, 2.30, 7.30, 9.30

SADLER'S WELLS THEATRE, Rosebery

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LONDON FESTIVAL BALLET

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## THEATRES

PICCADILLY 437 4506, Credit cards

Mon-Fri 10.30, Sat 10.30, Sun 10.30

ROYAL BALLET

See 11: 8.30, 2.30, 7.30, 9.30

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In France, perfume is a great industry and mimosa an important ingredient in its manufacture.

companies Lancôme know the value of expert advice. They appreciate that Norwich Union are specialists with an informed and sympathetic understanding of their clients' business and its insurance needs.

Although many major international companies enjoy Norwich Union's personal approach to insurance, it isn't reserved for big names only.

Take your problems to

Norwich and  
you'll find they  
speak your  
language too.





Bernard Levin

# Good to be back in the land of hope and rhubarb

It is very agreeable indeed to be welcomed back to this country after a long holiday, by an item of news which—well, we shall come to the feelings it provokes in a moment, but first let us have the facts: Three sticks of rhubarb which pensioner Mr Frank Clay entered in Nottingham City Council's allotments show resulted in his disqualification. The rhubarb was part of his display for a tray of vegetables and the judges ruled that rhubarb was not a vegetable but a fruit. Now Mr Clay, an allotment holder who has been showing vegetables for 20 years, is complaining to the Royal Horticultural Society in London. He wants them to rule that rhubarb really is a vegetable.

Now on the merits of the matter as I do not presume to have views. Whether rhubarb is a fruit or a vegetable, or for that matter an animal or a mineral, is no concern of mine. I have never been particularly fond of it, and the sight of field-of-rhubarb wadding in the sun has always seemed to me, since I read Mr John Wyndham's *The Day of the Triffids*, slightly sinister. Nor am I really con-

sidering the affair as one of principle; certainly, if Mr Clay has been disqualified for inadequate reasons, I hope that the ruling which has aggrieved him will be reversed on appeal, but I cannot bring myself to believe that the constitution will collapse overnight if it is not, nor do I see the Trent "foaming with much blood."

Nevertheless, there is more in this story than meets the eye. Rhubarb holds an honoured place in English history, because it is popularly supposed to have laxative properties, and laxative properties are no less popularly supposed by the English to be desirable. Indeed, during the nineteenth century Opium War, the Chinese official responsible for organising the defence against the British invaders, a Mr Liu, tried to cut off the enemy's supplies of rhubarb, because, as he wrote in a memorandum, without a regular dose of it the aggressors would become too costly to fight, so dependent were they on its medicinal effects.

But although rhubarb can thus be seen to be more than a simple fruit (or, as it might

be, vegetable), and although, indeed, not even this aspect of it exhausts its extra-curricular qualities (actions in crowd scenes are widely believed to mutter rhubarb-rhubarb-rhubarb when they are required to seem engaged in conversation but are not supposed to be contributing to the audible dialogue), my feeling of delight at the report of the horrid affair in Nottingham springs from something wider still, something that cannot properly be said to concern rhubarb at all.

The marvellous truth is that this country can almost be defined, and defined, moreover, in a way which really does sum up her qualities and her greatness, as a place in which a man may be disqualified from a competition for outstanding allotment-produce on the ground that his entry was shown under the wrong heading, in which the man, thus disqualified, feels sufficiently aggrieved at his treatment to petition the Royal Horticultural Society, in which that august body gives (as I have no doubt it will give) a solemn ruling on the matter, and in which all the details of the

whole business, including the nature of the prize at stake (a silver cup and a fiver), are pointed in the newspapers. Alexander Woolcott, in an article about the Archer-Shee case (it is a neat comment on the way in which it takes over from life that although I do not know what more than one in a hundred of my readers will recall the case from that name, which was borne by the central figure in it, fully nine and ninety will remember it as an article about the Archer-Shee case, and I am referring to it as such).

And Woolcott's test is an even more searching one than he imagined, for not only would the Archer-Shee case be impossible in any totalitarian country, but there are even

democratic countries in which it would be at the very least unlikely (I cannot see it happening in Sweden, and cannot easily see it doing so even in France). Yet it could happen in England, and it did; and that, I suppose, is why my allegiance to this country is so much more than any mere matter of birth.

And just as the Archer-Shee case defines the nature of England, so I cannot help feeling that the Great Nottingham Rhubarb Show defines her quality, which is why I was so comforted to read about it on returning to my native soil. The English, as all the world knows, has a sense of humour, and it does not know, however, is just madness is the nicest thing about them.

The reason for this is that the English are mad all the time; countries which so madly and intermittently do so in the most unpleasant and violent manner, massacring one another or burning the place down. But that is because the occasional and temporary nature of their madness allows them to store up the energy for such outbursts. The English settled down to the long haul of lunacy so long ago (they had obviously been mad for

several centuries when Chaucer wrote the *Canterbury Tales*) that they have developed an easy, placid rhythm for their insanity, which flows on like some beautiful unwhirling English river from aeon to aeon.

And every so often a bubble breaks surface, and glitters bravely in the sunshine as it bursts. I have chronicled a very large number of those bubbles, over the years, in this space, though I have never before tried to set down the theory and principles behind them. Heine said of England that "it is a country which the sea would have swallowed long ago if the sea had not been afraid of getting indigestion," and I have come to the conclusion, over the years, that Heine was far wrong. For it is precisely the odd, angular, uncluttered things which sharp corners, which would certainly be difficult for the sea to swallow, that make England what she is.

And surely the Man with the Rhubarb represents one of those things. Of course, England is what Chesterton called it: "Faith, and green fields, and honour, and the sea." But it is also, and more comfortably

(because it does not, in this aspect, provide anything that we feel obliged to live up to), men who plough the fields and scatter the good seed on the land, and on occasion the good rhubarb seed, to say nothing of the glorious crop of Englishness that springs up in the wake of the sower. Is it not better, when all is said and done, to sow rhubarb and reap a quarrel with the Nottingham City Council, than to sow dragons' teeth and watch them come up armed men? Is it not better that we lay waste our power on crickets and kippers and horrible little yapping dogs than that we should exhaust ourselves on fighting one another? Is not Mr Callaghan better, even if only by a little, than Colonel Gaddafi, and was not even Sir Harold Wilson greatly to be preferred to President Bokassa?

At about the time of the collapse of France in 1940, there were two correspondents running in this newspaper, each excelling some commoner of the time and more later. One concerned a dispute, so small as to be almost imperceptible, over some matter in ornithology; the other was an argument, and

much the same scale, about some point of Shakespearean exegesis. And although it was right that the English should have occupied themselves with such questions when the heavens were falling, it was, and especially will be, impossible to explain to foreigners just why it was right. That, in a sense, defines the foreigners as well as the English, though you could not explain the meaning of that sentence, either, outside these shores.

But that is the point, really: one of the best things about living within these shores, and being to the manner born, is that you do not have to explain yourself to foreigners and are not much concerned if they misunderstand. You and I know, even if we cannot explain the matter in any detail, why I felt that lift of the heart, after many weeks under foreign skies, when I read about Mr Clay and his three sticks of rhubarb; and it is only you and I, after all, who need to know. There is some corner of an English field, as well as of a foreign one, that is forever England, and rhubarb is growing in it at this very moment. © Times Newspapers Ltd, 1977

## The bad news and the good about our immense growth potential

David Howell calls for a more imaginative approach to cut unemployment

"The scope for improvement of employment in manufacturing industry as a result of higher investment is limited," wrote Mr David Bassett in these columns recently. And of course this august tribute of organized labour is absolutely right. Indeed, with characteristic moderation he understates the case. The scope for more jobs in many parts of manufacturing is not just zero, it is minus. Industries like steel and motor assembly are bulging with surplus manpower. They need very badly to shed it. There is no hope of competing until they do so.

What, then, is to be done? With unemployment at its highest since the war, where are we to look for the new jobs for the young, for women seeking work, for those displaced from heavy manufacturing industry? Where should the trade union leaders, with their understandably deep concern for the unemployed, be turning their minds? What new insights does the trade union movement have to offer?

It is, of course, easy to say "To hell with insights; give us a good dose of reflation (whatever that means), more public expenditure, import controls if things get rough in certain areas, ice it over with a sprinkling of job creation schemes and serve." I can see the temptation to fall back on that kind of recipe, to stop thinking about the future, to urge action, any action somehow to ease things, however momentarily.

But it will not work, and it is their heart of hearts forward-looking trade union leaders must know that. One can understand the longing to cram workers back into overmanned factories, to rebuild the industrial past. One can even understand the romantic socialist percentage of such hopes. But union leaders who have travelled a bit must, like industrialists, know the real score.

They must know perfectly well that Britain is going to find it harder and harder to keep markets for manufactures made in this country (that is, in contrast to goods manufactured abroad from imported British capital and technology). They must know that Asia is bursting (has burst) into consumer durables and electronics on a scale which is forcing British manufacturers to concentrate on higher and higher quality products, requiring less and less manpower, if we are to have any industrial capacity left at all.

Yet one looks in vain to the trade union establishment for signs that they are preparing constructively for this very different kind of world. The whole mood seems defensive and hopeless. But there is no need for union leaders to trap themselves in this position, and there is no need to be both unrealistic and defensive about job prospects in an economy such as ours just because the manufacturing sector is shrinking.

The reason for not despairing states us in the face. It is that we have ceased to be primarily an industrial nation and are increasingly a service economy. What more, we are a very good, highly competitive service economy with immense growth potential. To say this is not in any way to deny the many areas of the economy which are in a state of decline, but to address to a predominantly manufacturing economy cannot be effective because that economy is passing away. Policies which acknowledged the changed economic structure might well produce very different results.

To put figures on the point, it has been estimated that in the first half of the nineteenth century a third of the occupied population was in the service sector. By the 1930s it had reached about half, and today it is approaching 60 per cent, or three out of every five working people. In the United States, well over two thirds of the workforce are in the service sector, and the same is true of the public sector, but the wealth-consuming part of the public sector, the part which produces in marketable form neither goods nor services. This is the well-known thesis which has been developed by Messrs Bacon and Ellis in their articles and books.

We have to swim clear of this ugly crosscurrent. That is generally recognized by all those who think beyond the very short term. But the right way to do it is not to try to recreate the narrow, manufacturing capacity on a scale which belongs to the past in a frenzied effort to stem

Party and Whitehall, as the main source of employment. And this in turn is being replaced by services as the main source of jobs. Professor Medlik reminds us that this has been described as the Tertiary Revolution and rightly censures the Canutes who ignore it or order it to turn back.

Now there is a good and a bad side to this transformation as it affects the British economy. The good news is that Britain remains firmly among the world's leaders in internationally marketed services and its position is, if anything, getting stronger. The range of services is very broad and (CITC please note) these services provide large numbers of jobs, often being highly labour-intensive. The earnings from exported services, combined with the earnings from British capital invested overseas, two processes which are intertwined, give Britain the second largest surplus on the invisible (non-manufacturing) account after the United States. Total receipts from invisibles equal half the country's import bill. If it is in service industries that the productive power of the nation will increasingly lie, we are in with a flying start.

The bad news is that the move from goods to services has overlapped in recent years with a uniquely rapid shift in the British workforce not merely from the private to the public sector, but from the wealth-consuming part of the public sector, the part which produces in marketable form neither goods nor services. This has been developed by Messrs Bacon and Ellis in their articles and books.

We have to swim clear of this ugly crosscurrent. That is generally recognized by all those who think beyond the very short term. But the right way to do it is not to try to recreate the narrow, manufacturing capacity on a scale which belongs to the past in a frenzied effort to stem

rising unemployment. That is of no use to Britain's workforce, inside or outside trade unions, in the cities or the countryside.

Still less is the answer to nation of first-class minds and skills into public administration which adds nothing to the nation's marketable output. The right course would be to reinforce success in the already staggeringly successful commercial sector of the economy. This would mean a complete reversal of the steam-age priorities which characterize the industrial strategy, from which, by ministerial admission, hardly a single extra job will come. It would mean an end to discrimination in public policy against service industries. It would mean a tax system which really favoured business growth, particularly the growth of small enterprises which operate extensively in the services sector. It would mean removing gratuitous obstacles in the way of Britain's already expanding financial services, shipping services, insurance, consulting engineering, tourist industry, telecommunications, advertising and television services—all gigantic overseas earners.

It would mean welcoming, not damping, overseas expansion of British firms. It would mean recognizing calmly that Britain ought to have, and is going to have, a smaller but tougher manufacturing capacity on home ground. Trade union leaders are right and courageous to see and admit that the jobs are just not going to come in manufacturing, but at that point their imagination and constructive ingenuity seem to fade and their understanding of the changing employment prospect dim.

No one underestimates the difficulty which great and venerable institutions have in discarding old beliefs and embracing new viewpoints. But the time really has come when it will no longer do for the leaders of organized labour to wring their hands, call for reflation, public spending and import controls and then sink back into the belief that they have done all that is humanly possible for the unemployed. A new and far more imaginative approach which builds on this country's real strengths and most hopeful prospects, can and must now be tried.

The author is Conservative MP for Guildford.

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Next month the United States Supreme Court is to deliver one of its most momentous civil rights judgments for many years. Its decision could suddenly shatter the tranquil state of race relations in America now, throw black leaders into confusion, and remove the cornerstone of federal government policy by both Republican and Democratic administrations to blacks and other minorities.

The decision has been heralded for almost a year by campus demonstrations, intense lobbying, sharp debate in the press, statements by government officials, and even speculation by President Carter. The case turns on the right of a white student to be admitted to the University of California, but the real issue is simple and much broader: is reverse discrimination a justifiable way of redressing the wrongs done to the blacks over many generations? Are racial quotas ever justified?

Allan Bakke applied to the medical school of the University of California at Davis in 1972. He was one of 2,664 people applying for 100 places and he was refused. He applied the following year, and was again refused. Then he discovered that in both years the university had admitted 16 blacks, all of whom had lower marks than he had. So he sued the university for racial discrimination.

From the outset the university admitted discrimination: it argued that the government was constantly urging universities to train more black doctors and lawyers to redress the racial imbalance in the professions and to act as role models for their own communities. But it said, if the university had admitted only those scoring the highest marks in entrance tests, it would never have accepted a single black.

The California Supreme Court disagreed, and said Mr Bakke's constitutional right under the Fourteenth Amendment to equal treatment under the law had been violated. The university promptly appealed to the Supreme Court.

Much is at stake here. If the court rules for Mr Bakke, favour, there will be an uproar from the black community, the decision will effectively sabotage a huge and controversial federal government programme to coerce not only colleges and universities but all major American business, government and public life to increase

their intake of employees from certain minorities—blacks, American Indians, Orientals, Chicanos (Mexican-Americans) and other hispanic groups.

The programme is known as "affirmative action". It is the practical expression of the government's commitment to abide by the promises implied in all the civil rights legislation to afford blacks not only equal opportunity but also a better chance in life than they have ever had before.

Affirmative action is enforced by a very simple means: the government refuses to award any contract to a company or enterprise that practises discrimination. This is easily applied to universities. They are heavily dependent on the government for research contracts; if they discriminate, they get no money.

But affirmative action has come to mean more than just non-discrimination. It has been interpreted as a positive effort to increase the proportion of blacks in every important institution to the point where it is roughly equal to the minority population of the country. And the programme has recently been extended to include the largest "minority" of all—women.

This new requirement takes no account of whether the low proportion of blacks in a university classics department, for example, is the result of deliberate past discrimination or a lack of qualified applicants.

Compliance with the programme is judged simply by comparative statistics: if a university has a low number of minority lecturers four years ago, and still has the same low proportion four years later, it is judged to be in compliance, and will be threatened with financial penalties. The same is true of libraries, universities, every scheme, indeed almost any semi-public institution.

Each institution is urged to set itself goals for the increased intake of minorities. Theoretically, these are not meant to be quotas, but if the government is to enforce the institution suffers. In practice, therefore, many universities and public institutions deliberately discriminate in favour of women and blacks, even if they are less qualified for the post. Some of the colleges show progress towards meeting their goals.

Affirmative action is considered of enormous importance by blacks (and many women) in fulfilling the promises of equal opportunity. To rule it unconstitutional would be seen as a betrayal of the civil rights legislation.

On the other hand, the programme is unpopular with universities and organizations that feel unable to select candidates purely on the basis of merit. And it is bitterly opposed by other minority groups, for it applies only to the designated minorities deemed in need of help.

If, therefore, the court supports the university, there will be an outcry from Jewish, Polish, Italian, Ukrainian and other groups in America which have all submitted testimony on behalf of Mr Bakke. Some, such as the Jews, who are well represented in universities, feel they are being penalized for their own hard work in getting to the top on their own merits. Others, such as the Italians, do not understand why some groups should be favoured by special status, and not other groups which have been low on the social scale, like themselves.

There will also be strong objections from some university circles which see affirmative action as a threat to academic autonomy; from libertarians who see any reintroduction of racial criteria—whatever the motive—as a subversion of the constitution; and from the great mass of white Americans who would be agitated at the institutionalization of a quota system in government, employment and public life.

The issue has bitterly divided the liberals, and also the American Government. President Carter said a few weeks ago he "intended to endorse the proposition of quotas for minority groups, for women or for anyone else that was necessary to the concept of merit selection." But he thought it "appropriate" that public and private employers should compensate for past discrimination.

The Government has already changed its mind on the issue. After "some months" vacillation, it decided to intervene in the case and support the University of California with testimony before the Supreme Court. As evidence of the seriousness of the issue, Mr Griffin Bell, the Attorney-General, personally took over the brief.

Mr Bell appears now to have changed his mind. Though the Department of Health, Education and Welfare and the Office of Civil Rights are urging a strong stance to reinstate affirmative action, the President, who asked to see the brief, obviously has his doubts. Last week the Justice Department announced that it would oppose any quota system in higher education (and, by implication, elsewhere).

This is a tough decision for President Carter, who is already being accused by the black community of reneging on his election promises to do more for it. If the administration's evidence is thought to swing the court's decision, there could be widespread disaffection among the black leadership for Mr Carter and his government.

How the court will vote is difficult to say. Though it is clearly not as liberal in its interpretation of the Constitution as it used to be—and has been taking a hard line recently on discrimination and busing—it is an unpredictable court. Civil rights activists are sure it will uphold Mr Bakke, and many bitterly denounce the university for taking the matter to the Supreme Court, on the ground that it was better to concede defeat in California and retain affirmative action programmes elsewhere than risk a blanket cancellation of all such programmes throughout the United States.

All universities will be grateful for a ruling. At the moment they do not know where they stand and are subject to harassment from all sides. It is a "Catch 22" situation: if they discriminate against whites, they are sued; if they select only on merit, and given the small pool of qualified minority candidates, this would not change the racial balance much—they lose the government funds. The 1957 Supreme Court decision outlawing racial segregation in schools was the last time that the government intervened in racial discrimination in all sectors of American society. It is being said that the Bakke case is the government's last chance to do so.

Michael Binyon

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## A matter of tricky selectivity

Stampead is probably not the right word to use, but there is definitely a rush among scores of the workforce in the service sector, but the Conservative candidates for a place in the list of hopefuls to be considered by the Turo constituency party for a successor to Brian Williamson, aged 32, who withdrew as candidate three weeks ago.

The reason for the rush? David Pennington, the Liberal who won the seat at the last general election, has a majority of only 464. So why did Mr Williamson, one of the bright hopes of the party, an economist and political assistant to Maurice Macmillan, the former Tory Minister, for three years, throw in the sponge? Local Conservatives are anxious to discuss the reasons for his decision, but it seems clear that there was some disagreement.

But the enthusiastic "would-be" and the displaced former MP on the Central Office list, soon to be submitted to Turo, may find the going hard. Mr Williamson had one local connection: he went to Truro School and was head boy there. He went on to Devereport High School and Trinity College, Dub-

lin, and became assistant director of a London bank.

His predecessor, who held the seat from 1970 to 1974, was Piers Dixon, Eton, Magdalene College, Cambridge, and Harvard Business School, and son of the late Sir Piers Dixon, the former British Ambassador in New York and Paris. He too, by all accounts, had some difficulties because of the distance between his work at Westminster and work in the constituency.

## Making merry with sherry

With the blessing of the grapes in the Collegiate Church at Jerez on Sunday, the thirtieth Fiesta de Vendimia, the Sherry drew memorably (not to say bibulously) to a close. The high spots of the festival had been the blessing and before that the crowning as queen of the Fiesta of Ferriz Delago Gimenez.

Senorita Delago looked stunning and though only 20 was quite assured enough to charm the many (only too willing to be charmed) representatives of newspapers from the north east of America. Each year the festival is dedicated to a different country and this time it was the turn of that part of the United States. Needless to say,

they threw themselves into the festivities with a zeal that I, personally, found exhausting.

As the guest of the Sherry Exporters, my crash course in the region was comprehensive, though my taste buds will take some time to recover. The tone was set early in my visit when a distraught Gabriel Gonzalez Gilbey told me: "Gee, here we are past 11 am and we have not had our first copita of the day." The rule is that if you miss one of the 11 copitas you are obliged to drink 11.

In due course, as one o'clock struck, the smell of passing sobriety, the sherry was drunk. I think it was Senor Gonzalez, who, the Marquis de Bonanza, who, the only Spaniard to have been made a KBE by our Queen, and who is affectionately known as Tio Manolo by everyone, who suggested to me that his recipe for sherry was to drink a little sherry often.

He did so we all did. After about four glasses, lockjaw set in—for there, on the floor of the bodega, a mouse climbed a special miniature ladder, and drank cream sherry from a cork. Yes, said Senor Gonzalez, some of the mice have become so tame that the workers had been able to train them to perform this trick. The small rodents showed a marked preference for the sweeter wines, apparently.

## On being bullish

After a further two glasses of an excellent fino, I heard myself say that of course I was not afraid to fight a bull. Thus, at about six on Friday evening, I faced my moment of truth in the private bullring of the Domecq family at Frias Farm.

Admittedly the bull was only a two-year-old. But his horns were not taped and, close up, seemed very long and sharp. Spanish bulls, I suppose, are used to Spanish (that is, *chito*) bullfighters. As the bull (whom I christened Blanco under my breath, such was the blackness of his coat) entered the ring, he stopped dead in his tracks and gave me a look of genuine surprise.

I was dressed casually (the Domecq invitation specified "craze-sport") but still must have looked bluish to this splendid bull. One of the professional fighters suggested that I wave the red cloak, long and heavy and draped round a real sword.

Blanco snorted and pawed the ground. I snorted and pawed back. Some of the crowd began shouting "turo". That did it. Suddenly, half a ton of bull was hurtling towards me at about a hundred miles per hour and I thanked God that I had remembered to put on clean under-

## Paean to freedom?

Those keen on tracking the careers of former MPs will be interested to learn of an event which might give a clue to the future of the incarcerated former Labour minister, John Stonehouse.

A literary career has been forecast by several observers for the unfortunate John, who, when he leaves the care of HM Prison, Brixton, will be asked to contribute a poem next month to a poetry contest organized by the English National Party.

Frank Hanford-Miller, his eccentric friend and chairman of the party, is organizing the contest and entries will be read out in Trafalgar Square on October 9 in a bid to mark the glory of the crowning of the bard at the National Eisteddfod of Wales.

The chauvinistic Dr Hanford-Miller, who, incidentally, is championing the cause of the underprivileged English, is inviting English poets only to write on the subject of England or English language. But in the case of Mr Stonehouse, who is briefly being the party's first and only MP, he is prepared to extend the theme to English freedom.



near, I breathed in out of sheer terror and that must have saved my life.

That reflex action caused the monster to pass within inches of the old man. My hosts went white with shock. "I believe, that admiration and polite things like: 'Bravo, EPHS'." To prove it was no fluke, I made five or six more passes and fled to the safety of the bar.





## HOW TO RUIN BRITAIN

If the hangover came the night before, and the elation the morning after, brewers would be out of business. The principle that a lesser but early benefit will offset a substantial but postponed liability is one which rules human life; indeed it is the principle on which the human race reproduces itself. It is not surprising that it should also decide economic policy; what is surprising is that economists should not see it for what it is. If anything is certain about an inflation of the money supply, it is that its consequences take different lengths of time to arrive, and that the early consequences are relatively favourable while the longer term consequences are relatively unpleasant. The party comes first and the hangover comes second. The early, not immediate, effect of increasing the money supply is to stimulate business. When the Prime Minister says that he is considering giving a stimulus to business, he means that he is contemplating additional inflation of the money supply. If he does not mean that, he does not mean anything, because without inflation there will be no extra stimulus.

The question that has to be asked is: do we want higher inflation? Over the past six months the annual rate of inflation of the money supply has been 9.0 per cent. Is that too low? The same annual rate of inflation of prices has been 15.3 per cent, though it is falling. Do we want to push it up again? Those who argue for more inflation should be prepared to defend two propositions: that the present rate of increase in the money supply is not high enough; that the benefit of the

inflation will be so great as to justify the higher prices that will inevitably follow. The benefit that is supposed to result is that there will be an increase in national output, and that there will be a reduction in unemployment. Those who want a stimulus point to the million and a half unemployed, and argue that only an increase in the money supply will get them back to work. Yet did this mass unemployment occur in a period of austere economic policy, of stable or falling prices, of modest increases in the money supply? Certainly not. It occurred—whether or not as a consequence of inflation—during a period of high inflation. The 1970s are the great modern decade of inflation, and they are also the worst decade of unemployment since the 1930s. That is true, at least through the industrial world, and even the communist countries suffer from inflation and barely concealed unemployment.

Indeed the mechanism of stimulation of the economy is the mechanism which produces unemployment. Those who want more inflation look only to the immediate effects. At first it is true that an increase in the money supply can get ahead of the increase in prices. If now the rate of increase of money supply were to be pushed up to 13 per cent, price increases would still continue to moderate for months to come. At the beginning of next year the money prices would be increasing considerably faster than retail prices, and it is one of the reasons for the present level of unemployment. There are now people who argue, and appear to have persuaded the Prime Minister, that a further dose of inflation is what Britain needs. That is not economic policy; it is drug addiction.

## THE OPEN DOOR POLICY FOR CHINA

It is appropriate that the Chinese leadership should have affirmed its policy of closer contact with the outside world through a document issued by the State Planning Commission. For over twenty years China's economic planners have had to face constant disruption. Ever since the great leap forward in 1958 economic policy has been buffeted by political campaigns culminating in the upheaval of the cultural revolution. Thereafter recovery has been fitful, with the tempo of political struggle constantly being whipped up. As a result all those concerned for orderly economic progress became united in opposing the "continuing revolution" and those political activities of which the "Gang of Four"—and Mao Tse Tung himself, for the most part—were the champions.

That goes a long way to explaining the unity of the present leadership in putting the Chinese economy first and burying the political irrationality associated with the cultural revolution. Differences of personality and generation obviously exist in the ranks approved by the eleven Party Congresses. It is of great importance that the leadership is still marked by the hard-headed political circumstances of the past decade. But when it comes to the direction that China should take domestically and the objectives that should be given priority these differences should play little part.

Indeed, nothing so forthright has before now marked a declaration of Chinese policy—and the document is unusually free

from jargon. In admitting that China needs to learn from the outside world and should not hesitate to do so, the euphemism that came to the surface during the cultural revolution has been set aside. Mr Teng Hsiao-ping's hand in the present outlook hardly needs emphasis.

In effect the policy will only be more of what has been going on for some years. More Chinese students going abroad, more welcome to experts from overseas to work in China, probably more imports from the West. Just how far cultural exchange will be a matter of quality as well as of quantity remains to be seen. Yet since the source of outside knowledge and experience, whether economic or cultural, will be from advanced countries and predominantly the West, the effect will be to break down some of the political barriers erected by theory. Invisible imports from the West should gain more status in China. As the first Chinese Ambassador to London reported to his government in 1977, one could not absorb the technology without paying attention to the ideas that animated the culture of this unknown country, to which he had been sent as China's first ever emissary in a world of equal nation states.

Can it be assumed that Chinese foreign policy will henceforth be more influenced by the outlook of the State Planning Commission? It is difficult to hope so. But the difficulties are greater and the scope for change at this stage in China's evolution somewhat less. The debate over the means of China's modernization is not

would certainly produce some more jobs. But what would it do to the underlying factors which determine employment? It would provide a stimulus to a wage explosion and would encourage people to price themselves out of jobs. It would encourage trade union militancy and the belief that money grows on trees. It would weaken sterling, and cause the pound to fall. It would weaken business confidence and discourage investment, because every sane businessman would see that this inflationary boom in consumption was not going to last.

By 1979 the boom—such as it was—would be over; by then prices would be rising even faster, under pressure from the wage explosion and the falling pound, and financed by the increase in the money supply. Unemployment would also be rising, and profits and productivity falling. The government, whoever they were, would again be faced with the problem of rising unemployment and accelerating inflation, but with both at a higher level. The inflationists pose as those who care about unemployment; in fact they cause it.

Inflation is not the sole cause, but it is an important cause, of the decline of Britain's competitiveness as an industrial power. That decline in competitiveness is the reason we have fallen behind in the standard of living, and it is one of the reasons for the present level of unemployment. There are now people who argue, and appear to have persuaded the Prime Minister, that a further dose of inflation is what Britain needs. That is not economic policy; it is drug addiction.

a new one. It has exercised China's best minds throughout the whole of this century. At one extreme were the advocates of total westernization with its wholesale rejection of Chinese political and social tradition. At the other, with the slow recovery of Chinese self-confidence in the 1920s, were those who believed that Chinese regeneration could succeed only with Chinese ways and with a little contamination as possible from a western world which was abhorrent and seemed to be undermining Chinese values.

In this debate Mao Tse Tung veered at times one way and then the other, but always his point of anchorage lay with a self-reliant China. He could never have risen to the leadership of the Chinese Communist Party had he not borne that stamp. He could not have imported a western doctrine, to serve Chinese revolutionary needs had his faith in China not been unbreakable. Because he gave China that confidence—the political independence which the State Planning Commission emphasizes—his successors find it more easy to involve themselves with the world for the sake of the progress of China's economy and in the process to get aside the Maoist heritage. In the long run such an attitude is bound to affect foreign policy. But for the moment, with the present make-up of the leadership, and a Maoist international credo less easily discarded than Mao's excessive passion for political purity, China's own creativeness may be less quick to re-assess the world.

which have been advanced just as regularly by the National Staff Side of the Civil Service Whitley Council.

The only new assertion is that "it is the grade of principal and above that the rewards have come to seem disproportionately generous." It is not easy to counter that assertion, since neither argument nor evidence is offered in its support. The only test to which it is subjected is the test of a pay research exercise. The form of that exercise is, so far as this association is concerned, negotiable. In principle we would welcome a greater degree of openness, particularly if that increased the prospects for the results being implemented and not watered down by government for political or presentational reasons.

Your implication that pay research has been confined to comparisons with the best paid outside employment is just wrong. Certainly fair comparisons should include relative job security and pension arrangements. Equally they should include company cars, expense accounts and other non-monetary benefits not enjoyed by civil servants.

In short, we believe Priedley was right to say that "fair comparison" is the right basis for setting Civil Service pay and that the comparisons should be fair to both civil servants and the community they serve. We are ready and willing to implement that principle by agreed means as soon as possible. I hope the Government is equally willing, and I hope you, Sir, will support the implementation of the results. From GERRY FLANAGAN, Chairman, Association of First Division Civil Servants, 2, 4 Vauxhall Bridge Road, SW1.

**Fact and fiction**

From Miss Brigit Brophy  
Sir, The old perennial dread of the imagination leads fairly regularly to announcements that fiction

is no longer wanted. Your report (August 31) on library matters produces a new version of this old untruth. Libraries, you report, spend about 40 per cent of their book budgets on adult non-fiction, compared with only 35 per cent on adult fiction, and you suggest that these proportions reflect "the triumph of fact over fiction." This illusory "triumph of fact" depends, however, on your not mentioning the crucial fact: the average price of a hardback book (with fiction and non-fiction, children's and adult, averaged together) is £6.71, but the average price of a hardback fiction book is only £3.49. It is, therefore, probable that, though they spend less on them, libraries buy considerably more volumes of fiction than they do of non-fiction.

Now said it, by the way, that the librarians are officially campaigning against the cuts that are weakening the library service but have not yet joined the campaign for Public Lending Right for their fellow workers, the writers (of fiction and non-fiction) on whom the existence of the libraries rests. Yours truly, BRIGID BROPHY, Chairman, Books Committee, Writers' Guild of Great Britain, 430 Edgware Road, W2.

**Rewarding honesty**

From the Reverend J. A. Kidd  
Sir, One of the saddest features, highlighted in Martin Shaw's article (August 24), concerns Mr Frank Williamson, former Chief Constable of Cumbria. Surely a man like that is worth his weight in gold, but look what he has done to him. Can we measure the amount of pain in sadness and frustration and loneliness that a man like this must have endured? Is there nothing we can do for him now—even though it is seven years too late? Yours faithfully, JOHN KIDD, Christ Church Mayfair, 21 Down Street, W1.

## Establishing a permanent incomes policy

From Mr Aubrey Jones  
Sir, The Government are to be congratulated on seeking to hold steadfast to a Stage Three in their pay policy. The third stage appears to contain three elements: first, a rule that settlements should be reached only once in every 12 months; secondly, a rule by which wage rates should not increase by more than a single point which implies that earnings could increase by double figures, but not necessarily be confined to 10 per cent; thirdly, a rule by which "productivity" agreements should be self-financing, which could imply that an increase in "productivity" (however defined) could go in whole to the workers without any share either to capital or to consumers.

If this description of the third stage is correct, then the continuing pay policy, right in principle though it is, threatens to repeat the mistakes both of the Conservative Government in 1973 and of the present Government in 1975-77—namely, its very simplicity, introduced for administrative ease, is likely to be overwhelmed by the complexity of the wages committee. On the assumption that the Government are successful in holding Stage Three, then they should use the opportunity to place the answer to the wages problem on a more imaginative and sophisticated basis.

For it is important, for at least two reasons, that the policy should continue beyond Stage Three. First, the traditional method of setting pay, namely, "free collective bargaining" is manifestly unjust; secondly, the "dividend of North Sea oil" should be primarily invested, and not dissipated in private consumption. Monetary policy cannot cope with the first of these issues; and it is far from clear that it can adequately cope with the second. Indeed the entire debate "Monetary versus incomes policy" is sterile, if it is conducted with an eye to one issue only—inflation; when there are other, possibly larger, issues now at stake.

Yours faithfully, AUBREY JONES, Plan and Budget Organisation, 151 Takhate Jamshid Avenue, Teheran, Iran, August 24.

**From Mr Julian Le Fanu**

Sir, Now that Mr Rees-Mogg (September 7) has followed the example of Humphry Dumpty in redefining words to mean what he wants them to mean, it is time to turn to the economy to see what he has in mind. I doubt that the one and a half million unemployed would be convinced.

The English language has always been flexible. Existing meanings of words are extended to cover new concepts and new phenomena, thus preventing the unnecessary multiplication of new words and the loss

of old ones through obsolescence. "Deflation" is now generally taken to mean a slowing in the money supply's rate of growth, rather than a fall in its level: "reflation" an increase in its rate of growth after a slowing. Insistence on Mr Rees-Mogg's definitions would restrict the use of these words to the economic historian. Yours sincerely, J. C. LE FANU, 27 Balcombe Street, NW1, September 8.

**From Mr L. St Clare Grondona**

Sir, It is to be hoped that W.R.M.'s Memorandum on Style circulated in *The Times* (September 7) seeking to describe "inflation", "hyperinflation", "disinflation" and "Reflation" will assist your staff (and your readers) to make sense of much that appears in your columns. But, Sir, there is one significant omission from your usage—in that there is no definition of "money" which is surely a case of "Hamlet without the Prince of Denmark" in this context.

Prior to World War I, Bank of England notes carried a PROMISE TO PAY ON DEMAND their face value in gold coinage. In August, 1914, these were replaced by Treasury Notes inscribed thus: *Currency Notes are Legal Tender for the Payment of any Amount, J. S. Bradbury, Permanent Secretary, HM Treasury.* In 1928, Bank of England notes again appeared, then (and still) inscribed thus: *I Promise to pay the Bearer on Demand the sum of One Pound followed by the signature of the Chief Cashier.* That such a Promise means more than that one piece of paper can be exchanged for another piece of paper carrying the same inscription does not seem to disturb anyone.

Mr Bradbury became Lord Bradbury in 1925. Shortly before his death in 1953, *The Times* published this letter from that former Permanent Secretary to HM Treasury: "What is a £ sterling?" and, finding my inability to answer that question rather vexing, I addressed it in turn to many of my friends who might know. The best reply I was able to get is that it is "A Promise by the Chief Cashier at the Bank of England to Pay, at some date which Parliament may determine, whatever Parliament in its wisdom may direct him to pay."

No doubt that is satisfactory as far as it goes; but it does not go very far. After all, what the man in the street wants is neither a bit of gold nor a promise to pay an abstract sum, but something he can exchange for a loaf—or for fish leaves—and may be for a few fishes. Your obedient servant, Bradbury.

This caused no more than a ripple of amused interest. But the Chief Cashier is that there is no real measure-for-money-value in Britain or anywhere else—which is one root cause of recurring econo-

## Travel for the disabled

From Mr W. W. Maxwell

Sir, Mr Peter Large (September 8) may choose to brush aside the points made by my colleague, Michael Robbins (now on holiday) about the difficulties—and indeed, dangers—of wheel-chair disabled persons being called to cover new ground. I suggest, however, that the London Underground, with its multiplicity of interchanges between lines, must, in this context, be regarded as a whole. New lines such as the Jubilee—cannot be looked at in isolation since they give access to the whole network. Every journey has a beginning and an ending. Special provision at even one station for disabled who are confined to wheelchairs would require similar provision at every other station on the system.

Comparisons with the Tube and Wear Metro and the Stockholm underground are invalid. Neither is deep-level in the sense of the Tube; both are products of the latter half of the twentieth century, and the problem is to start from scratch with the special needs of the seriously disabled in mind. London's Underground—the world's oldest—dates back more than a hundred years and there are no indications that its early builders envisaged its use by the very seriously handicapped. The cost of attempting to put the clock back now would be astronomical and—though we have given long and sympathetic consideration to the problem—the result, in our view, would be an ever present hazard to passengers generally.

Emergency evacuation of a Tube train in deep-level tunnels which occurs occasionally along the length of the train, from car to car, and through the end front and rear door down to the track. The hazards presented by a wheel-chair in such circumstances must surely be obvious. Yours faithfully, W. W. MAXWELL, Board Member London Transport, 55 Broadway, SW1, September 8.

## Understanding modern art

From Professor R. A. Weale

Sir, The post mortem at the Hayward Gallery was more revealing and constructive than Ken Gossling would lead one to believe (September 6). Clearly more people had turned up to hear about contemporary art than to talk about it, and they seemed to assume that artists could do the talking. To paraphrase Michelangelo and Shaw, if artists could talk they would not have to paint. Those (artists) who vociferously complained about not being heard are hoist by their own petard. Art is now democratic by the people for the people, and an art exhibition may now be more before going to vote at a general election. But the Arts Council will no doubt have learned a valuable lesson from the evening they commendably organized. This is that future exhibitions could well be accompanied by short lectures, given not by artists but by those who, in Michael Compton's charitable phrase, do understand. They would have to understand per-

haps the subject of their talk, but certainly the scepticism voiced by those who try to see yet fail to see. The doubts of the art-viewers have been with artists for aye. But the explanation of art is not to be sought only in terms of visual symbols. Were he to be one of the clarifiers, the historian might observe that the artists who say nothing hold up a mirror to people who have nothing to say. At the Hayward Gallery he would have been stoned for this last night. This would have ended the post mortem not only with a lesson but also a meaning. Yours very truly, R. A. WEALE, The Athenaeum, Pall Mall, SW1, September 6.

## Authors' earnings

From Mr T. E. B. Clarke

Sir, Complaints of underpayment to authors come mostly from novelists whose books are read by a few thousand people. Far more inequitable surely is the treatment of the screenwriter whose stories have been enjoyed by hundreds of millions. For writing *The Lavender Mob*—which won an "Oscar" and other major awards—I received approximately £1,500. I was paid less for writing *Passport to Phlores* and still less for *Blue and Grey*. Over the past quarter of a century these films have been repeatedly shown in cinemas and on television almost everywhere in the world. Others must have made many thousands of pounds. I am sure that not one more penny has percolated to this poor author. Yours faithfully, T. E. B. CLARKE, Tanners Mead, Oxford, September 9.

## Removing dead elms

From Mr R. Hanbury Tenison

Sir, I trust that Mr Downes' letter of August 30, objecting to Lord Walston's call for a more determined effort to remove the millions of dead elms that disfigure the countryside, does not represent the view of many timber merchants. What he is in fact saying is that we must leave the dead trees alone so as not to infringe the timber trade's monopoly.

This might be acceptable if the trade showed any sign of being able to fell the present stock of dead elms before the end of the century, or more particularly before the greater part of the timber becomes unusable. The fact is that 75 per cent of the dead trees are of too poor quality to interest a timber merchant as they stand, although where the trees are felled by private or voluntary effort, much of the timber will still find a market. In this part of the world 50 per cubic foot for dead elm is totally unrealistic and it is unhelpful price when they are more likely to have to pay to have their trees removed. The disaster that has befallen southern England and Wales is too

mic disorders. And that disorder of affairs will continue until every unit of currency has known maximum and minimum values in terms of basic goods essential to human well-being. In short, all the evidence goes to show that monetary reform is not sustainable by agreement as to one nation's paper currency's exchange value in terms of other nations' currencies—because there is no common denomination to which to relate these. And this is of unique importance to a country which relies on external sources for about half its food and the great bulk of its industrial raw materials. In physical spheres we have measures for length, breadth, volume, weight, density—and so on—which have enabled men to go far in mastering matter. In contrast, because of the absence of money-value-measures, economics (in many guises) is a pseudo-science—something of patches of expediency, and of compromise in which all-too-fallible human judgment essays to do its best, too often contriving to do its worst.

For many decades I have sought to show a way out of this impasse. As far back as October 15, 1941, a leading article in your columns (after preferring my ideas to those then propagated by Keynes) supported the system I advocate thus: "There could be no more effective reply to gibes about pseudo-democracy than to show, by practical action of this kind, that democracy is capable of reconciling the claims of individual and national liberty with those of economic security." And, of my latest book *Economic Stability is Attainable*, your (then) Economics Editor, Peter Jay, wrote (June 3, 1975): "It is an unmitigated pleasure to welcome a thoroughly coherent, fully worked out, long set of strategic proposals which could at one and the same time restore the initiative to Britain and set our own and the world's economy back on the path to stability and openness."

During a debate in the Lords on the day Parliament went into recess, there were many references to my proposals about which it may be expected that much more will be said in that House when the next Session gets under way. Yours obedient servant, ST CLARE GRONDONA, 9 Knightsbridge Court, Sloane Street, SW1, September 7.

**From Hugh R. S. White**

Sir, "Disinflation" would seem to be a conflation, though it would doubtless be received at Blackpool with affluence.

"Hyperinflation" is a television word. May I suggest *affliction*, the ex implied being intensive rather than signifying "out"—we must hope for "deflation" still! Yours faithfully, HUGH R. S. WHITE, 141 Elm Tree Road, Washwood Heath, Birmingham, September 7.

## Ice cream ingredients

From Dr Magnus Pyke, FRSE

Sir, I am sure that Mr Hugh Clayton, who wrote the article about ice cream which you printed on August 29, was as anxious as any other of us responsible citizens to prevent any further slide in the prestige of parliamentary democracy. Yet he did not do much to help in resuscitating Mr Jeremy's testy reference to "filthy vegetable fat". Any one with knowledge is aware that the problem has been to achieve respectable microbiological standards, not for vegetable fats, but for cream.

Whether or not our modern palates would relish Mrs Beeton's brand of ice cream today, there is a just inevitability in the trend towards ice cream made, just as Bristol cream has been for ages, from vegetable rather than from animal ingredients. In the present crowded world, where the British can no longer expect exceptional privilege, we ought as good citizens to welcome a reaction in our earlier extravagant claims to more animal foods than our neighbours. And the technological achievement by which excellent ice cream can be made from dried skimmed milk together with vegetable fat can be esteemed as a small but useful advance in public health since excessive consumption of animal fats is undoubtedly linked with one of our most lethal modern afflictions, coronary heart disease.

Rightly, therefore, could the boy on the tricycle (if only he still existed) appeal to today's responsible citizens to stop him and buy one. Yours faithfully, MAGNUS PYKE, 3 St Peter's Villas, W6, August 29.

## County names

From the County Chief Executive of Hampshire

Sir, I imagine dozens of people in the County of Hampshire will be anxious to correct Judge Layton's Impression (letter, September 3) that this county is more accurately described as a County of Southampton. This was so until the County Council under the provisions of the Local Government Act 1958 changed the name of the Administrative County from "Southampton" to "Hampshire" as from April 1, 1959. Yours faithfully, L. K. ROBINSON, County Chief Executive, Hampshire County Council, Winchester, September 5.

## What to drink with haggis

From Mr Leslie A. Hill

Sir, When Vichinsky, the Chief Prosecutor of the USSR, visited the Nuremberg Trials in 1946, I attended the banquet given in his honour by Sir David Maxwell-Fyfe (later Lord Kilnour). Probably for the first and last time in his life, Vichinsky partook of haggis, liberally laced with liqueur whisky, which had been poured over it, while a Scots Guards piper, specially flown in for the occasion, droned the table playing the bagpipes. It has never occurred to me that there is any other way in which haggis is served. I remain, Sir, Your obedient servant, L. A. HILL, L. Prairie, St Mary, Jersey, Channel Islands, September 8.

## Problems faced by West Indians

From Mr Peter Doble

Sir, When will we ever learn? As last year, the newspapers have had accounts ad nauseam of the trouble at the Carnival, but again very little about the importance of tackling the fundamental problems faced by the West Indian community in Britain.

The only senior politician who seems to have any understanding of the situation is Mr Peter Walker, MP, who in a letter to Mr Callaghan in June last year described very accurately some of these problems. He pointed out that while the Asian community have problems of housing, employment and education, they are problems which are not as extreme as those suffered by most of the 120,000 households of West Indian descent and asked the Prime Minister to investigate why help from government aid programmes is not reaching this group of people who need it most. Mr Walker called for a programme of positive action to bring the West Indians to an equality of opportunity with the rest of the nation.

The letter received press publicity and was then forgotten about. I saw a copy of Mr Callaghan's reply and was thoroughly alarmed by its complacency. It should not be assumed, he wrote, that solutions to the problems would be easy to find even if there were no restraints on public expenditure. To quote Mr Walker: "Britain has a size of problem that is manageable. Britain does have the resources to manage it. I plead with you, as Prime Minister, to take the urgent action that is now necessary."

That was in June, 1976. Since then the race situation has worsened. Young blacks are growing increasingly hostile to white people and to white institutions. (If the Government do nothing else they should hold an investigation into why so many West Indian children are under-achieving in secondary schools and leaving with totally inadequate qualifications.) The English do not normally heed alarm bells until the fire has started and I, as a careers teacher at a comprehensive school, am more likely than Mr Peter Walker to be regarded as just another left-wing agitator. So I must get on with my job of trying to sort out some of the mess created by blind and ungrateful governments. Yours faithfully, PETER DOBLE, 221C Gloucester Terrace, W2.

## Future of Falkland Islands

From Sir Cosmo Haskard

Sir, Last night I heard on BBC 4 an interview with a correspondent recently returned from Buenos Aires. His description of conditions in Argentina, where the rule of law appears to be ignored, serves as a reminder of the state of affairs to which Falkland Islanders could be subjected if they see their homeland should be transferred to Argentine sovereignty.

Is it not wrong that the inhabitants of these islands should in any way be subjected to pressure designed in the long term to compel them to opt for Argentina? The loosening of United States control over the Panama canal enhances the value of the Falkland Islands, lying adjacent to the only practical seaway between the Pacific and the Atlantic Oceans. Perhaps we can hope that strategic reasons may influence those responsible for western defence in setting store on the retention of the Falkland Islands even if other considerations carry little weight with them. Yours faithfully, COSMO HASKARD, Governor of the Falkland Islands from 1964 to 1970, Trafalgar, Bantry, County Cork, September 10.

## The military balance

From Patrick Wall, MP for Hatfield (Conservative)

Sir, Your report on the military balance (September 3) omits two important facts. First the balance of NATO's anti-submarine warfare ships to Soviet submarines is now approximately two to one, whereas in the last war it was over six to one and we all know how nearly we lost the Battle of the Atlantic. Today of course we face the true submarine war, the one that circles the world without surfacing.

Second, the new situation in Central Europe is that the Soviet forces are now at immediate readiness and are organized, both armour and air, for attack rather than for defence. As they outnumber NATO forces for two or three to one, everything will depend on the West making full use of any warning time to reinforce before the balloons go up. Cuts in our anti-submarine warfare ships and aircraft and in specialist vessels such as commando carriers and assault ships and in transport aircraft and helicopters are therefore particularly serious. Yours sincerely, PATRICK WALL, House of Commons, September 5.

## What to drink with haggis

From Mr Leslie A. Hill

Sir, When Vichinsky, the Chief Prosecutor of the USSR, visited the Nuremberg Trials in 1946, I attended the banquet given in his honour by Sir David Maxwell-Fyfe (later Lord Kilnour). Probably for the first and last time in his life, Vichinsky partook of haggis, liberally laced with liqueur whisky, which had been poured over it, while a Scots Guards piper, specially flown in for the occasion, droned the table playing the bagpipes. It has never occurred to me that there is any other way in which haggis is served. I remain, Sir, Your obedient servant, L. A. HILL, L. Prairie, St Mary, Jersey, Channel Islands, September 8.

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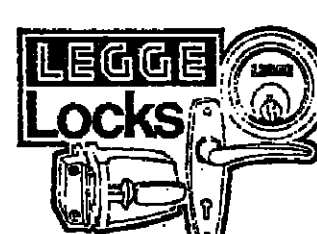
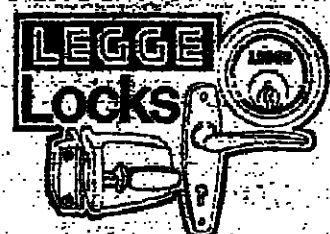
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## Smallest rise in wholesale prices for 18 months: raw material costs down

By Melvyn Westlake

A clear acceleration is now evident in the rate of price inflation for goods leaving Britain's factories and workshops. New government figures published yesterday show a rise of just under 0.5 in the wholesale price index during August, the first monthly rise of less than 1 per cent for 18 months.

This adds weight to Treasury predictions of a general easing in price inflation during the closing months of this year and the early months of 1978. Moreover, for the fourth consecutive month there was a fall in the cost of raw materials and fuel purchased by industry, which should additionally underpin the improving trend.

Commenting yesterday, Mr Varley, Secretary of State for Industry, said that the fall in the "input" costs provide "more concrete evidence that the rate of inflation was slowing."

The fall in the costs of industry's raw material and fuel was particularly marked in August when a decline of almost 1.5 per cent was experienced. This means that in the last six months these "input" costs have risen at an annual rate of no more than 0.3 per cent.

This confirms a trend that has been in evidence for many months, helped by the improvement in the external value of sterling this year. Indeed, at this time last year, industry's raw material and fuel costs were rising at an annual rate of more than 30 per cent.

### WHOLESALE PRICES

The following are the indices (1970=100) of wholesale prices of manufactured goods and the basic materials and fuel purchased by manufacturing industry, as published by the Department of Industry yesterday. The figures are not seasonally adjusted, exclude purchase tax but include revenue duties.

	Output (thous. tons)	Prices of materials and fuel (pence)	% Change (1) (2)
1976			
Aug	223.4	304.0	15.0
Sept	228.3	314.4	17.7
Oct	230.0	327.7	18.3
Nov	234.6	331.8	19.3
Dec	237.2	330.2	19.5
1977			
Jan	244.9	337.8	24.1
Feb	248.2	339.5	23.4
March	250.5	347.2	22.8
April	255.4	349.7	23.3
May	259.8	348.3	22.5
June	262.4	345.2	22.8
July	265.7	344.9	17.7
Aug	268.0	340.0	15.6

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port prices of these and other commodities.

At the same time, lower prices for tea were mainly responsible for a 3 per cent fall in the cost of materials purchased by the food manufacturing industries.

It can take up to a year for industry's "input" costs to be fully reflected in its factory-gate prices, but the bulk of any change in such costs will be felt rather more quickly, probably within three months.

A further two or three months may pass before the prices of goods in the shops are influenced.

On this basis, private consumers could feel the benefit of industry's present cost trends by the turn of the year.

However, what will still depend on what happens on the wages front. Large increases in labour costs over the next few months could negate the benefits coming from lower raw material costs.

Yesterday's figures show that wholesale prices over the past six months have risen at an annual rate of 15.6 per cent. This is the lowest rate of increase since August 1976, when the drop in the pound was reversing the improving trend which had been apparent until then.

The depreciation in the pound throughout much of 1976 can thus be seen to have set back by about a year the Government's hopes of getting inflation down to near 10 per cent. The increase in wholesale prices during August owed much to the higher prices of motor vehicles.

## Sterling at premium against the dollar

Sterling was trading at a premium against the dollar in forward markets yesterday for periods of up to three months. For the first time for several years sterling closed at a premium against the dollar, of approximately 1 per cent on three months.

Heavy demand for pounds in the spot market was resisted by the authorities, who were estimated by some dealers to have made further sizable dollar purchases for the reserves.

The pound closed up 5 points against the dollar at 1.7432. The effective rate index was also up on Friday's close at 62.4. This is the highest closing rate since the index since it was based in March.

Officials maintained that there was no significance in this, and that the Government's policy of holding down the pound at its present value was unchanged.

The longer-than-expected half point cut in minimum lending rate last Friday has not so far had its desired effect of stemming the inflow of overseas money.

Most foreign exchange dealers appear to believe that the pound is bound to be repegged at a higher rate, and they are therefore indifferent to the lower rates of interest on their money.

However, the picture could change if the Government stimulates the economy and thus reduces, or wipes out, the likely surplus on current account.

The dollar had a good day in the foreign exchanges yesterday with the prospect of firmer interest rates cheering up the market. It closed at 2.327 against the Deutsche mark, and its effective depreciation since September was calculated at -0.57 per cent, compared with -0.64 per cent on Friday.

Switching from Deutsche marks into Swedish francs continued yesterday.

David Mott writes: Gilt-edged securities dominated trading on the London stock market yesterday, as investors fell back on widespread profit-taking.

Government stocks gained as much as 11 in places as investors took heart from an encouraging set of wholesale price figures, another round of base rate cuts from the clearing banks, and an end to the protracted Lucas dispute.

But these factors failed to strengthen equities against the profit-takers and by the close the FT 100 was down at 524.3. Dealers said that the smaller investor was still a seller on balance but that the institutions took a limited interest at the lower levels. They were not, however, prepared to close the market.

The reaction is seen as short-term and tomorrow's trade figures could point the way ahead. The market is looking for a visible deficit of between £150m and £200m.

## Wider powers may allow information on interest rates Department of Prices lays down terms for examining bank charges

By Patricia Tisdall

Terms of reference for the Price Commission's examination into banking operations were spelled out by the Department of Prices and Consumer Protection yesterday.

The Commission is specifically instructed to examine the banks' charges for money transmission services with particular reference to current accounts.

While it is not able to make recommendations about interest rates or other charges for loans, the Commission is likely to take advantage of its newly widened powers to include information about these in the factual part of its report.

The reorganised Commission under Mr Charles Williams (who moved from the marketing directorship of Baring Brothers, the merchant bankers, to take over the Commission's chair) is understood to be keen to place bank charges for current account transactions into the overall context of their own and possibly more profitable services.

The new Price Commission Act, which came into effect at the beginning of last month, gives the Commission considerable discretion into areas not strictly included in the Government's reference.

Interest charges have traditionally been outside price controls and are also excluded as far as follow-up action is concerned from the current legislation.

But there is nothing to stop the Commission from collecting and publishing information on this or any other related activity in its report.

Bank charges are one of five sectoral references which have to be completed by the new Price Commission by March 31 next year. The others which were also detailed yesterday are concern books, footwear, proprietary medicines and animal feeding-stuffs.

Where the Commission is asked to pay particular attention to technical publications, as used by specialist students and proprietary medicines where it is asked to compare prices and margins of branded goods with their unbranded equivalents, it is constrained by the exemption of both products from the general ban on resale price maintenance.

Manufacturers of both these products, unlike most others, are legally free to fix the prices at which they can be sold.

Mr Hattersley is unable to over-ride the exemptions declared by the Restrictive Practices Court in 1968 and 1970, whatever the Commission's findings.

Fresh evidence could result in a re-examination by the Restrictive Practices Court. But the main interest in the examination is to provide a study of the effect that price maintenance has in fact had on retail price levels and margins.

Besides the new references, the Commission is also carrying out an examination of the prices of bacon prices which was the subject of a previous reference. It is also working on reports on paint and tea prices.

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## Mr Desai insists IBM must be 'Indianized'

By Patricia Tisdall

India's Government has declined to make an exception of International Business Machines of America in carrying out its policy of "Indianization" of foreign companies.

Mr Morarji Desai, the Prime Minister, is understood to have been directly involved in the official committee decision which rejected IBM's demand at the weekend to remain wholly foreign owned and not sell 50 per cent of the multinational company's shares here to Indians.

The newly-set-up Foreign Investments Committee followed the line adopted by Mr George Fernandes, the Socialist Minister of Industry. Its decision could affect potential foreign investors in other high technology fields.

IBM officials in Delhi made no comment, but Mr Robert Cohen, the United States Ambassador, while emphasising America's respect for the "deep desire" of the Indian Government to become self-sufficient in technology, remarked in Madeira that he had hoped to see Desai and IBM might "to some extent" discourage further American investment in India.

The committee, set up under India's Foreign Exchange Regulation Act, had before it a proposal by IBM to retain 100 per cent foreign equity on the condition that all computers manufactured in India by it would be exported. It estimated sales would reach 80m rupees (more than £5m) annually.

But at the same time it demanded a continued right to import modern IBM machines for its Indian customers. This last point proved the chief stumbling block.

India's Department of Electronics, which recently set up a computer maintenance corporation to undertake servicing and repairs on computers, argued that no special concession should be allowed IBM. If IBM was required to sell computers manufactured in India, rather than import them, there would be a 40 per cent saving in foreign exchange costs, it calculated.

IBM had offered to set up a separate Indian company with 60 per cent local equity for running data centres, but it was argued that the maintenance of new computers in India to be carried out by an Indian concern.

Indians pointed out that other computer companies, including Britain's ICL, had agreed to do this.

IBM has now been given one month in which to make a reply.

Mr H. N. Bahuguna, the Petroleum and Chemicals Minister, said yesterday that the Government would welcome foreign collaboration in offshore and onshore oil exploration "provided it was consistent with the national interest." But he ruled out any foreign participation in the country's onshore oil reserves.

Messrs. Mr. Atma Ram, chairman of India's National Committee on Science and Technology, has called for clear guidelines from the Government on future technology policy.

He argued for a pragmatic and non-discriminatory approach and told politicians technical competence was the key to economic self-reliance, not technological dependence.

"Should we seek to reinvent and to rediscover in the name of self-reliance?" he asked, pointing to the example of Japan and noting that time was of the essence if the poverty of India's masses was to be attacked properly.

Richard Wigg

Mr Wickenden: No question of abandoning merger hopes.

Hopes that Eurocanadian's forced divestment would build a platform for another more suitable bidder led to an active market in the shares some weeks ago. But when it became clear that no one party had taken a stake of more than 5 per cent, interest fell.

Stock market dealers also felt that there would have to be some uniting of competing cross-holdings between Eurocanadians, Furness Withy and subsidiary Manchester Liners before a takeover could be attempted.

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## 8 concrete price pacts registered

By Derek Harris

Eight more alleged price fixing agreements in the ready-mixed concrete industry were placed on the register of restrictive practices yesterday by the Director General of Fair Trading.

The agreements, which bring the total of such alleged agreements to 28.

Mr Borrie has already made clear he will take all such cases to the Restrictive Practices Court. He will ask the court to make an order stopping the companies involved giving effect to the alleged agreements or making any similar ones.

The eight agreements cover areas in the Thames Valley, the West Midlands and Bristol. Between two and six companies are involved in each of the agreements, some of which lasted between nine and 11 years before being terminated, in every case, in June this year.

Involved in a significant number of the deals were Amey Roadstone Corporation, Ready Mixed Concrete and Mixconcrete. These three companies have also been involved in a number of the agreements placed on the register earlier.

The agreements registered yesterday and the areas in which they operate were:

Twynford-Wokingham: Amey Roadstone, Ready Mixed Concrete (Thames Valley), Redland Ready Mix, Topmix, Folleys Ready Mixed.

Newbury-Hungerford: Amey Roadstone, Ready Mixed Concrete (Thames Valley), Mixconcrete, Brazil Concrete.

Oxford, including Witney and Abingdon: Amey Roadstone, Ready Mixed Concrete (Thames Valley), Mixconcrete, Smiths Concrete, H. Tuckwell & Sons.

Basingstoke: Amey Roadstone, Ready Mixed Concrete (Thames Valley), Mixconcrete, Brazil Concrete.

Farnham, Alton and Liss: Amey Roadstone, Ready Mixed Concrete (Thames Valley), Redland Ready Mix, Topmix, Folleys Ready Mixed.

Leamington: Smiths Concrete, Mixconcrete, Ready Mixed Concrete (West Midlands), Streetley Minerals.

Bristol, Avonmouth and Clevedon: Amey Roadstone, Mixconcrete, Pioneer Concrete, Ready Mixed Concrete (Western), Hobbs (Quarries).

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## Retail sales volume steady last month

By Caroline Atkinson

Retail traders last month held on to the increased business obtained in July, but did not manage any further improvement.

Official figures published by the Department of Trade yesterday showed that the volume of retail sales in August was unchanged on the preliminary estimates, from the 107 (1970=100) result for July.

This is only moderately good news for the Government. Retail sales, which are a good guide to the state of the economy, are still well below their level of a year ago.

This is a measure of the depressed state of the economy, and an indication of how difficult the Government would find it to win an election held now.

Tax rises, which swelled most people's pay packets in August, are one reason for the pickup in retail trade in the last two months.

Another is the increase in those taking their holidays in Britain, which includes Britons who decided to stay at home this year, and foreign tourists.

The average level of trade during the first eight months of this year was 3 per cent below that of 1976.

The recovery in July and August from the sharp drop in trade in the spring has put the volume of sales in the last three months just over 2 per cent higher than in the previous three.

East oil, sharply affecting the world supply and demand pattern, was predicted by the CIA. But the International Trade Commission believes that the Soviet Union will be able to continue raising its oil output level by using new recovery methods (a development the CIA doubts, arguing that Soviet technology is not sufficiently advanced) and by drilling offshore.

The ITC says that the Soviet Union's oil output could be the only remaining area where vast reserves of oil and gas may be found in a volume equal to that in the Middle East.

Its conclusions are based largely upon likely conservation efforts in the major oil importing countries and upon rising oil production in the North Sea, Alaska and non-Arab nations such as Mexico.

The Commission argues that in 1985 the level of oil output by the Organization of Petroleum Exporting Countries will not be significantly greater than the 1976 production of about 30.4 million barrels per day.

It believes that because of Alaska production and conservation efforts, United States oil imports in 1985 will total about 7.2 million barrels daily, compared to the present level of more than nine million barrels of oil imports.

Increasing demand from East European nations for Middle

### RETAIL SALES

The following are the seasonally adjusted figures for the volume of retail sales and value of new instalment credit released by the Department of Industry:

	Sales by volume (thous. tons)	Value of new instalment credit (£m)	% Change (1) (2)
1976			
Aug	108.9	+5.1	305
Sept	108.9	+4.9	319
Oct	108.1	+3.8	310
Nov	108.1	+1.5	329
Dec	108.3	-1.5	330
1977			
Jan	106.7	-2.1	324
Feb	105.7	-6.6	342
March	103.1	-11.8	361
April	103.4	-14.0	349
May	104.4	-12.7	359
June	103.8	-4.1	350
July	107.0	+4.3	n.a.
Aug	107.0	+9.2	n.a.

n provisional

## Defence order worth £40m for Vauxhall trucks

By Stephen Goodwin

Vauxhall Motors has secured a £40m contract to supply more than 1,000 trucks for the Ministry of Defence. It is the biggest single order in the company's history.

The only other company which submitted a tender was British Leyland.

Called the TM44, the eight-tonne, all-wheel-drive truck is a development of the existing TM range. It will be built at Dunstable, Bedfordshire, and deliveries will begin late in 1979.

A prototype of the truck has been included as a last minute addition to the Bedford motor show which opens on Thursday.

Commenting on the company's success, Mr Des Savage, Bedford's director of marketing, said the order consolidated the group's long tradition as leading supplier of all-wheel-drive trucks to the British Government.

The truck also represents an important new addition to the range of on and off the highway vehicles we can offer the world markets.

The TM44 is powered by a turbo-charged 202 brake horse power version of the Bedford 300 diesel engine and will be available with a civilian specification.

Mr Cooper noted that the Western economy is still in a state of recession and the gap between surplus countries including Japan and deficit countries is widening.

Japan's chief delegate, Mr Bunroku Yoshino, the deputy foreign minister, said that Japan had adopted a new economic package featuring an additional outlay of public work funds totalling 2,000,000 yen (about £435m).

Agence France Presse.

## White-collar union leaders back Leyland plans for group pay standardization

By R. W. Shakespeare

Although still suffering serious disruption of its car output in the aftermath of the 11-week strike by Lucas tool room workers, British Leyland was able yesterday to announce significant progress in its plans to rationalize wages structures throughout its car manufacturing operations.

Representatives of the four staff and supervisory unions, which about 30,000 workers in the car plant, have agreed with the senior management on a phased programme to standardize salaries and negotiating procedures throughout the car manufacturing group.

At present, Leyland has a host of separate wage agreements to meetings of their members in each of the plants, and report back to the joint working party on October 11.

The plan recommends centralized bargaining procedure for all workers in the car plant.

Yesterday's announcement—resulting from a series of meetings between a management and union joint working party—puts the negotiations for staff and supervisory employees well ahead of those for shop floor workers.

The four unions are Apex (clerical workers), Tass (the technical and supervisory section of the AUEW), the Association of Supervisory, Technical and Managerial Staffs (ASTMS) and the Association of Computer, Technical and Supervisory Staffs (ACTSS). They will now recommend the proposals to meetings of their members in each of the plants, and report back to the joint working party on October 11.

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# Jobs priority for new Ulster council

By Robert Rodwell

The Northern Ireland Economic Council held its inaugural meeting at Stormont yesterday. The 15-man council replaces a large advisory council disbanded last year after trade union members walked out in protest after they failed to stop the Government closing Northern Ireland's last three Ministry of Defence industrial establishments, with the loss of 2,000 skilled jobs.

Similarly comprised of nominees from the 40 federations of British industry, Chamber of Commerce and trade unions together with a number of "independents" from the various sectional interests as farming, retailing and accountancy, the new council is chaired by Professor Charles Carter.

Professor Carter is an economist and is vice-chancellor of the University of Lancaster. From 1951 to 1959 he was pro-

fessor of applied economics at Queen's University, Belfast. Before the council's first meeting yesterday he said he would give the job as much of his time as it required.

Unlike the former Economic Council, which had no staff or budget and was serviced by civil servants in the Northern Ireland cabinet offices and, more recently the Northern Ireland Office central secretariat, the new body has been promised independence from the Government.

It is to have its own research and planning staff headed by a full-time director general. One of its first acts yesterday was to agree on the wording of an advertisement for the £11,500-a-year post which will be open to public competition. Until the successful candidate is appointed Mr John Whitlaw, a Stormont Castle official, is acting as director general.

Professor Carter was very guarded in his answers to questions yesterday in advance of the council's first meeting. He described Northern Ireland's present unemployment rate of 12.9 per cent as intolerable. This is the main problem behind all the others and the area in which we most need to seek additional solutions", he said.

For a starting point the council had the weighty and depressing Quigley Report on Northern Ireland's economic prospects and industrial future to consider. When published in October last year this found that 25,000 more jobs would disappear in Northern Ireland within three years if trends continued. About 60,000 new jobs would need to be created to reduce unemployment to 5 per cent.

Professor Carter said that some parts of Quigley were already out of date and others had already been the subject of government action. Among these is the decision to write off the Northern Ireland electricity services' accumulated debt to reduce power costs to industry by about 30 per cent to approximately the same as in Britain.

Mr Mason, Northern Ireland Secretary of State, told the council yesterday that this was undoubtedly the biggest single measure he had been able to introduce on the industrial front.

Another priority task for the council was to investigate whether there was anything behind the apparently prevailing belief that the Irish Republic's industrial development incentives offered better incentives to outside investors than Northern Ireland, Professor Carter said.

## In brief

### Plea to cut imports of low cost cutlery

The Cutlery and Silverware Association of Sheffield is to make an application to the Government to limit the importation of low cost cutlery.

It said yesterday that the import penetration of the United Kingdom market for stainless steel table cutlery had increased between 1965 and 1976 from 25 per cent to 78 per cent by value, and from 30 per cent to 90 per cent by volume.

The association said: "Other sections of the trade are also being threatened alarmingly and unless some restrictions are imposed we shall see the demise of one more prestigious British industry."

In recent weeks the association has obtained half promises from overseas manufacturers, on limiting exports to Britain.

**Back to work at Batchelors Foods**  
Normal working was resumed at the two northern factories of Batchelors Foods yesterday after nine weeks of strike by 1,200 employees at Sheffield and Workson plants.

The consequences of the dispute over pay are being evaluated but already it is clear the company lost £5m of retail sales of peas and an estimated £500,000 of beans.

A company spokesman said that the settlement agreed between the Transport and General Workers' Union and the company was endorsed by meetings of workers at the two plants.

**Beer output down**  
Beer output in July—3,597,375 barrels—was 6.7 per cent down on the same month last year. For the first seven months of this year production was 22,720,666 barrels, a fall of 0.4 per cent compared to the same period in 1976.

**Land prices steady**  
Average prices paid for private housing land in England and Wales in the first half of 1977 were £1,880 per plot, or £43,000 per hectare, according to estimates published by the Department of the Environment.

**US Steel imports up**  
July steel imports into the United States totalled 1,582,037 short tons, up from the year earlier 1,490,000 tons, or 6.2 per cent. The American Institute for Importers said in a monthly analysis based on United States Commerce Department data.

## LETTERS TO THE EDITOR

### Anomalies and misconceptions over 'peak' equity levels

From Mr A. G. Ellinger

Sir, "Experienced observers" according to your Financial Editor may take it to be an ominous sign that activity on the Stock Exchange has been running at levels not seen before this year. It was an unhappy choice of words which could mean that 1977 levels are the highest ever known or alternatively that the recent levels are the highest reached in 1977. I prefer the latter interpretation but in either case I want to call in question the experience of your observers. I hesitate to call in question the experience of *The Times* which extends over two centuries; but may I please look at the shorter span of time since the end of the war. Here is the tabulation based on bargains marked.

1: 1949/51 Activity did NOT reach 1947. Performance of bull market poor.  
2: 1952/55 Activity rose above 1951 early in 1954. Index rose a further 59 per cent.  
3: 1958/60 Activity rose above 1955 in November 1958. Index rose a further 59 per cent.  
4: 1962/64 Activity failed to match previous peak. Performance of bull market poor.

From Mr L. A. L. MacKichan  
Sir, The "peak level" of shares. What potato grower, whose produce was selling for 5p per pound in 1973, and who then saw the price slip to 2p over the next two years as inflation advanced at 25 per cent per annum would indulge in "scenes of excitement" when four years later the price was

5: 1966/68 Activity failed to match previous peak. Rise of whole bull market really as

6: 1970/72 Activity rose above 1966 in January 1972. Index advanced a further 9 per cent.  
The experience of *The Times* seems in this case to go back as far as 1970. A look at the whole of the post war history suggests that the bull markets in which activity did not rise above its level in the preceding bull market were poor performers and that in two out of the three where the activity did rise above very creditable performance were put to rest after the breakthrough of activity.

Yours faithfully,  
A. G. ELLINGER,  
28 Pantons Street,  
Cambridge CB2 1DH.  
September 9.

From Mr B. A. E. Maude  
Sir, An investment of £1,000 ten years ago in a very wide range of leading equities would on average now have an investment worth £1,300.

The purchasing power of £1,000 ten years ago is now represented by £2,535. These figures have gained £300 in monetary terms and lost £1,235 in purchasing power terms.

On his "gain" the investor must pay £90 Capital Gains Tax. It is high time that this dishonest tax was "indexed". Yours faithfully,  
B. A. E. MAUDE,  
4 Bath Road,  
Cambridge, CB2 3JY.  
September 8.

### Private bureaux probably holding their own against state job centres

almost all the large contributions to the cost of the job centres has merely been an additional spur to increased effort from members of the federation. After all, competition is not new to private agencies. It was part of the lives long before the job centres arrived. It came from one another. The truth is that we thrive on competition from whatever source.

Employers have learnt that for attention to their requirements it is the private agencies that can usually supply their needs for specialist staff. This has nothing to do with attempts by the state to enter an area which has long been well served by those with a profit motive, linked to a social conscience, to guide them.

Nobody should underestimate the importance of this social awareness on the part of everyone from the smallest one-man agency to the largest multiple.

This federation has, for example, played an active role in keeping down racial prejudice. The private employment service places more coloured people in permanent employment than their proportion in the community as a whole.

Our members are in the forefront of those who seek to find jobs for those who are physically handicapped. The federation has spearheaded a campaign to secure employment for people suffering from serious tension and the mentally handicapped. And we have been able to co-operate with other organisations in seeking to place in work those who have been discharged from prison.

The truth is that Britain's private enterprise employment agencies survive and prosper because they serve. Yours sincerely,  
CHARLES BROYD,  
The Federation of Personnel Services of Great Britain Limited,  
120 Baker Street,  
London W1M 2DE.  
September 6.

### Disruption fails to upset power supply

By Ronald Kershaw

Industrial action by workers at four Yorkshire power stations has spread to the Midlands, where a further three stations are involved, but the Central Electricity Generating Board report that the overtime ban, work to rule and non-cooperation with engineering staff are having no effect on electricity generation.

The action, initiated by the shop stewards' unofficial strike committee which organized last week's ineffective 48-hour power station stoppage, appears to be half-hearted, equally ineffective and, apart from attempting to relieve the frustration of the organizing committee, pointless.

Originally the dispute was in protest at the lack of progress by the union or management on demands for increased shift allowances, concessionary fuel and travel to work allowances. Concessionary fuel is being discussed by the Employees National Committee and the other two claims are dealt with at Friday's meeting of the National Joint Industrial Council for the electricity supply industry.

The overtime bans are scheduled to end on September 24 but it is expected that the industrial action will end after Friday's meeting.

### Protectionism a dangerous political force, Gatt says

General, Sept 12.—By far the strongest warning issued by the Secretary of the General Agreement on Tariffs and Trade about the growing danger of protectionism is contained in the annual survey.

"Protectionism has become a dangerous political force", it says. While governments of industrial countries continued to proclaim that economic growth remained their paramount policy objective, many were following policies in direct contradiction with the stated aim. Their reluctance to make adjustments for stimulating growth is seen by Gatt as a further manifestation of the type of economic management that "contributed significantly to the extraordinary severity of the last recession."

The Gatt attitude to protectionism has altered brusquely since spring when Mr Olivier Long, Director General, was still talking about the encouraging performance of most countries in reducing such pressure. His views changed in June when he told the annual meeting of the Organization for Economic Cooperation and Development in Paris that all governments were increasing protectionist forces and their capacity to resist was limited. When one gave in, the others found it that much more difficult to hold out.

The Gatt survey describes the spread of protectionist pressures as having reached a point where "the continued existence of an international order based on agreed and observed rules may be said to be open to question."

The reason, it says, is the effect on a stagnating market of developed areas of the growing industrial capacity, productivity and exports of developing countries, generating additional friction and demands for protection.

It also points to the contradiction between the concern about the stability of international financial structures—because of the rising indebtedness of some developing nations—and commercial policies which are restricting the capacity of these nations to earn the necessary foreign exchange.

"Proliferating trade restrictions are an official endorsement of an unwillingness to adjust that is weakening the recovery and growth capacity of the industrial economies in two mutually reinforcing ways," the survey concludes.

The restrictions act directly on the production process, tying up resources to relatively less productive uses and thus restricting the expansion of the more productive and dynamic industries.

At the same time, increasing protectionism generates economic uncertainty projects, or to develop new systems, or to carry out routine work requiring more specialized peripheral units than are available to Cosmos.

**LUCS link**  
London United Computing Systems (LUCS), formerly London University Computing Services, is now offering direct dial-up access to the parent company's bureau service in the United States.

The "Uninet" telecommunications network, which links United Computing Systems of Kansas with 140 cities in the United States and Canada, has been linked with the British Post Office's transatlantic Tynet system.

Mr Graham Barrett, LUCS managing director, says that the new link offers British companies the use of one of the widest ranges of scientific, engineering, business and financial time-sharing products available anywhere in the world.

**Gas-gathering project**  
Computer models which will help in assessing the best way to bring more gas into Britain from the North Sea fields using a gas-gathering pipeline network are to be developed by Scientific Control Systems (Scicon), the London consultancy.

### Business appointments

#### Dalgaty chairman elect named

Mr David Donne, at present deputy chairman, is to become chairman of Dalgaty. He succeeds Mr R. A. Wither, who retires as chairman after the annual general meeting on November 10, 1977. Mr Wither will continue as a director of the company.

Mr J. M. Thompson has been elected to the board of Inveresk Group. Mr J. A. Dore has been elected chairman of Ceramic Tiles Group in succession to the late Mr Derek Johnson.

Mr Alan M. A. Bantz, a director of Associated Biscuits International, has been appointed director of the British Food Export Council.

Mr Terence H. F. Stewart has been named managing director of the Aberdeen Export Division of Textron.

Mr Edward Nelson has been made a director of E. Gomme. Mr Harold Jones Baker has become a special director of Warner, Wright & Rowland.

Mr J. D. McNamara has been made a director of Graham (Reinsurance Brokers).

Mr Ian M. Latham has been appointed sales director and Mr Gordon Scott has been appointed director for Scotland of D. A. Macrae.

### Met Office improves Cosmos forecasting

Computer news

The mathematical model of the atmosphere used by the Meteorological Office in producing weather forecasts is now running more than ten times as fast as when it was introduced four years ago, according to the office's annual report.

Overall, the computer forecasts for 48 hours ahead are now as good as the 24-hour predictions were a few years ago, while the 72-hour forecasts are now about as good as the earlier 48-hour ones.

Evaluation of computer forecasts made up to six days ahead shows that, up to five days, they are better than those made on the basis of "persistence and climatology", but further progress will require improvements in the physics of the model and its extension to cover the tropics and perhaps the whole globe.

The office's main computer system, known as Cosmos, consists of a large IBM 360 Model 195 coupled to a smaller IBM 370/158 machine.

Normally, the 158 releases the main processor for the more demanding work such as computing for numerical models of the atmosphere but, when the main Model 195 is unserviceable, the smaller processor has sufficient power to provide a back-up for essential operational work.

In general, the office's data processing branch, which operates the main computer system, provides the programs to store, control the quality of and retrieve observational data received from the telecommunication system, and to produce plotted and line-drawn charts and graphical displays required for operational tasks, plus some research work.

As part of system development, the headquarters mini-computer laboratory, which is equipped with a Digital Equipment Company PDP 11/40 machine, is linked directly to the main Cosmos system. The mini-computer is normally used as a test-bed for experimental

## CONTRACTS AND TENDERS

**REPUBLIC OF KENYA**  
MINISTRY OF WATER DEVELOPMENT  
INVITATION TO TENDER  
MOMBASA AND COASTAL WATER SUPPLY PROJECT

The Government of Kenya invites tenders for the construction of a water supply system for Mombasa and coastal areas. The project includes the construction of a water treatment plant, a distribution network, and a reservoir.

The tender documents are available at the Ministry of Water Development, Nairobi. The closing date for tenders is 14th September 1977.

**DOMESTIC AND CATERING SITUATIONS**  
HOUSEKEEPER  
This may non-resident position in Central London offers a variety of duties including supervision of the cleaning staff, laundry and ironing, and general housework. The housekeeper is responsible for the maintenance of the house and the care of the furniture.

**COMPANY NOTICES**  
THE ROYAL MERCHANTS' ANNUAL GENERAL MEETING  
The annual general meeting of the Royal Merchants' Association will be held at the Grosvenor Hotel, London, on 14th September 1977.

**PUBLIC NOTICES**  
CHARITY COMMISSION  
General Charles EDITH HARRIS MARY WALLACE is commencing with the Royal National Society for the Blind.

**LEGAL NOTICES**  
In the matter of The Companies Act, 1948, in the matter of The Companies Act, 1948, in the matter of The Companies Act, 1948.

**HOUSEMAID**  
A Housemaid, preferably with previous experience, is required for a large, comfortable house in the City. The housemaid will be responsible for the cleaning and maintenance of the house.

**GOVERNERS/TUTOR**  
Required for seven-year-old child in the City. The governor/tutor will be responsible for the education and supervision of the child.

## LEGAL NOTICES

**THE COMPANIES ACT, 1948**  
In the matter of The Companies Act, 1948, in the matter of The Companies Act, 1948, in the matter of The Companies Act, 1948.

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**THE COMPANIES ACT, 1948**  
In the matter of The Companies Act, 1948, in the matter of The Companies Act, 1948, in the matter of The Companies Act, 1948.

**DOMESTIC AND CATERING SITUATIONS**  
NANNIES  
5 Beaumont Place, S.W.3, 01-494 9235

**COUPLE REQUIRED**  
280 per week for night couple to look after a child in the City. The couple will be responsible for the care and supervision of the child.

**BUTLER/HOUSEMAN**  
Experienced person required for a large, comfortable house in the City. The butler/houseman will be responsible for the cleaning and maintenance of the house.

**GOVERNERS/TUTOR**  
Required for seven-year-old child in the City. The governor/tutor will be responsible for the education and supervision of the child.

**HOUSEMAID**  
A Housemaid, preferably with previous experience, is required for a large, comfortable house in the City. The housemaid will be responsible for the cleaning and maintenance of the house.

**GOVERNERS/TUTOR**  
Required for seven-year-old child in the City. The governor/tutor will be responsible for the education and supervision of the child.

## CATERING SITUATIONS

**GOVERNNESS**  
(English educated)  
Aged 25-35, to look after two girls aged 14 and 12. The governness will be responsible for the education and supervision of the girls.

**SUNNINGDALE AREA**  
COOK/HOUSEKEEPER plus experienced Gardener/Handyman required. The cook/housekeeper will be responsible for the preparation and serving of meals, and the Gardener/Handyman will be responsible for the maintenance of the garden.

**QUALIFIED NANNY**  
Preferred aged 35 plus, for two young boys and a baby. The nanny will be responsible for the care and supervision of the children.

**KNIGHTSBRIDGE NANNIES**  
5 Beaumont Place, S.W.3, 01-494 9235

**CUPLE REQUIRED**  
280 per week for night couple to look after a child in the City. The couple will be responsible for the care and supervision of the child.

**BUTLER/HOUSEMAN**  
Experienced person required for a large, comfortable house in the City. The butler/houseman will be responsible for the cleaning and maintenance of the house.

**GOVERNERS/TUTOR**  
Required for seven-year-old child in the City. The governor/tutor will be responsible for the education and supervision of the child.

**HOUSEMAID**  
A Housemaid, preferably with previous experience, is required for a large, comfortable house in the City. The housemaid will be responsible for the cleaning and maintenance of the house.

**GOVERNERS/TUTOR**  
Required for seven-year-old child in the City. The governor/tutor will be responsible for the education and supervision of the child.

## DOMESTIC AND CATERING SITUATIONS

**MARRIED COUPLE**  
With no ties required for house in Regent Park, N.W.1. The couple will be responsible for the care and supervision of the house.

**DIRECTORS' COOK/CHEF**  
600 p.w. E.C.2. for New Director's Dining Room serving up to 100 guests. The cook/chef will be responsible for the preparation and serving of meals.

**MOTHER'S HELP**  
Mother's Help wanted in Regent Park, N.W.1. The mother's help will be responsible for the care and supervision of the children.

**VERY EXPERIENCED RESIDENT DOMESTIC**  
Required immediately for family in Richmond. Starting wage £20 p.w. Own room, T.V.

**MOTHER'S HELP**  
Mother's Help wanted in Regent Park, N.W.1. The mother's help will be responsible for the care and supervision of the children.

**COPENHAGEN**  
Young woman needed for English speaking family in Copenhagen. The woman will be responsible for the care and supervision of the children.

**PARIS**  
A Pair over 21 required immediately for N.2. Diplomat's family with 3 young children. Good conditions. Work hours flexible. Apply to 49 Queen Alexandra Mansions.

**KIWAT**  
Trained, experienced Nanny required for family in N.W.1. The nanny will be responsible for the care and supervision of the children.

**MIDDLE AGED LADY**  
Required for family in N.W.1. The lady will be responsible for the care and supervision of the children.

**Standard Chartered**  
announce that on and after  
13th September, 1977  
the following annual rates will apply

**Base rate ..... 7%**  
(Reduced from 8%)

**Deposit rate ..... 3%**  
(Reduced from 4%)

**Standard Chartered Bank Limited**

**Bank Leumi**  
Base Rate

Bank Leumi (U.K.) Ltd. announces that, with effect from Tuesday, September 13th, 1977, its Base Rate for lending is reduced from 8% to 7%.

The rate of interest on 7-day notice Deposit accounts on sums below £1,000 is reduced to 3%. For larger amounts interest rates will be quoted on application.

**BANK LEUMI (U.K.) LTD.**  
Registered Office: 4-7 Woodstock Street, London W1A 2AF  
Telephone: 01-629 1205

**THE HONGKONG BANK GROUP**  
BASE RATES

The Hongkong and Shanghai Banking Corporation and The British Bank of the Middle East announce that their base rate for lending is being reduced with effect from 13 September, 1977, to 7% per annum from 8% per annum

01-629 1205







**WILLIAMS & GLYN'S BANK LTD** ❄

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## FINANCIAL NEWS

## Dalgety buoyant but shadow is cast by Australian slump

By Tony May

A reason to form in the United Kingdom brought Dalgety to the fore. The record pre-tax profit of £19.1m made in 1976-77. However, the United States division continues in the red and the Australian division has joined it as a loss-maker. Mr. Rupert Withers, chairman, says: "The past three years the ability of Dalgety Australia to earn an adequate return on one third of the group's capital employed continues to offset our success in Canada, New Zealand, and the United Kingdom."

After a 15 per cent advance in pre-tax profits for the second year, the group as a whole has made a 10 per cent increase to £17.1m for the year to June 30. Turnover went up 13 per cent to £725.1m, giving maintained margins of 2.4 per cent.

The tax charge has risen in the year, better profits in Canada, the United Kingdom and New Zealand. But there has been no relief for losses in Australia and the United States. As a result, profits after tax are down from £11.2m to £10.9m.



Mr. David Deane, chairman of Dalgety

Earnings a share are down from 38p to 33.3p, while the dividend is raised from 13.7p to 17.6p. Disappointment, with the results saw the shares dip 11p to 216p, where the yield is 3.18 per cent and the P/E ratio 6.48.

Looking ahead, Mr. Withers expects to achieve an improved profit performance in the current year. The factors which made for a £1.4m loss in the United States, compared with a profit of £0.7m should not recur.

Management changes and an improved profit performance leads the board to conclude that the profit potential of operations there has been restored.

The position in Australia, however, shows no sign of improving despite a shake-up of management and big reductions in both working and fixed capital employed in the rural division. For instance, the investment in pastoral properties has dropped from £14.5m to £9m over the past three years.

Staff numbers have been cut, and rises in operating costs kept well below the rate of inflation. In spite of all this the division has failed to achieve a significant contribution to profits, and a loss of £0.2m has been made for the year—a turnaround of £2.4m. A management team from this country has now been sent out.

He says that the present unrest in Australia, with its high labour rates and uncertain exchange rates are producing doubts in the minds of the country's chief trading partners about the immediate viability of the country's economy. But his confidence in the long-term outlook remains unimpaired.

## Changes at Leslie &amp; G'n take toll

By Michael Clark

A period of reorganization, recruitment and redirection of group effort has resulted in what the market feels disappointing results from Leslie & Godwin Holdings, insurance broker and Lloyd's underwriting agent.

The six months to June 30 saw pre-tax profits rise by 4.7 per cent to 2.4m. Profit from operations came to £1.56m compared with £1.50m, and the share of associated companies profits increased from £90,000 to £100,000. Earnings a share are 5.55p against 5.58p, and the interim dividend is up from 2.5p to 3.14p gross.

The first half saw a period of reorganization, recruitment and redirection of company effort, the results of which will progressively emerge in the future. In these circumstances the results are not unsatisfactory, says Mr. Jacob Rothschild, chairman, showing as they do, a small measure of improvement over the corresponding period. Progress is already being made.

Pre-tax profits of Leslie & Godwin, was reduced by £68,000 to £4.07m in 1976, compared with £3.4m for 1975.

## Dover Eng forecasts £700,000 full-time

A forecast of pre-tax profits of "not less than £700,000" in the year to March 31 1978, was forecast by Mr. Alan Bartlett, chairman of Dover Engineering, at the company's annual meeting yesterday.

Dover's pre-tax profit for the last full year showed a rise in pre-tax profits from £24,000 to £155,000.

Mr. Bartlett says that the board is considering the recent approach from Newman Industries, another company of which Mr. Bartlett is chairman, to buy Dover, other than the 25.93 per cent already owned.

The pre-tax profits over the first four months of the current year amounts to £255,000.

## Dorada stepping up the pace

Vehicles distribution and engineering group Dorada Holdings turns in results for the half to end-June representing almost three-quarters of last

year's record £567,000 pre-tax. Profits jumped 59 per cent to £406,000 in the latest half and there are no signs of slackening. This was achieved on turnover up 14 per cent to £29.6m. Earnings a share rose from 6.19p to 9.82p while the half-time payment is unchanged at 2.5p gross.

## Maurice James back to dividends

The first results from the Maurice James Industries Group since the merger of York Trust and Maurice James Holdings, show a profit of £219,500 on turnover of £2.7m for the six months to June 30. More

receive an interim of 0.5p, the first payment since the 2p for 1971. Mr. Maurice James, the chairman, says that the outlook for the second half is encouraging with all divisions remaining profitable. The merger is "fulfilling expectations".

## Eurobond prices (midday indicators)

US STRAIGHTS	100%	101%
Australia \$1983	100.0	100.0
Belgium 1983	100.0	100.0
Canada 1983	100.0	100.0
France 1983	100.0	100.0
Germany 1983	100.0	100.0
Italy 1983	100.0	100.0
Japan 1983	100.0	100.0
Netherlands 1983	100.0	100.0
Spain 1983	100.0	100.0
Sweden 1983	100.0	100.0
Switzerland 1983	100.0	100.0
UK 1983	100.0	100.0
US 1983	100.0	100.0
US 1984	100.0	100.0
US 1985	100.0	100.0
US 1986	100.0	100.0
US 1987	100.0	100.0
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US 2015	100.0	100.0
US 2016	100.0	100.0
US 2017	100.0	100.0
US 2018	100.0	100.0
US 2019	100.0	100.0
US 2020	100.0	100.0
US 2021	100.0	100.0
US 2022	100.0	100.0
US 2023	100.0	100.0
US 2024	100.0	100.0
US 2025	100.0	100.0
US 2026	100.0	100.0
US 2027	100.0	100.0
US 2028	100.0	100.0
US 2029	100.0	100.0
US 2030	100.0	100.0
US 2031	100.0	100.0
US 2032	100.0	100.0
US 2033	100.0	100.0
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US 2046	100.0	100.0
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US 2074	100.0	100.0
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US 2076	100.0	100.0
US 2077	100.0	100.0
US 2078	100.0	100.0
US 2079	100.0	100.0
US 2080	100.0	100.0
US 2081	100.0	100.0
US 2082	100.0	100.0
US 2083	100.0	100.0
US 2084	100.0	100.0
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US 2086	100.0	100.0
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US 2090	100.0	100.0
US 2091	100.0	100.0
US 2092	100.0	100.0
US 2093	100.0	100.0
US 2094	100.0	100.0
US 2095	100.0	100.0
US 2096	100.0	100.0
US 2097	100.0	100.0
US 2098	100.0	100.0
US 2099	100.0	100.0
US 2100	100.0	100.0

## ENI plans gas pipeline from Algeria

ENI, the Italian state-owned oil and gas corporation, plans to raise \$100m to \$150m this year to help finance a national gas pipeline to Italy from Algeria, said Signor Piero Sestini, ENI president.

Signor Sestini was speaking before the signing of a \$200m six-year Eurocredit with interest at 14 per cent above London inter-bank offer rates.

ENI unit, AGIP SpA, will also soon borrow \$30m medium-term to complete finance for oil production at the Louisa field offshore of Congo-Brazzaville.

In July ENI and the Tunisian government signed an agreement relating to the construction of a gas pipeline between Algeria and Italy crossing Tunisia, Morocco and the Strait of Gibraltar.

According to ENI, the pipeline will carry about 12,000

## International

million cubic metres of natural gas a year to Italy.

Signor Sestini said that he expected ENI to earn a net profit in 1977 after substantially better first-half earnings trends. —Reuter.

## Michelin expanding

The Michelin Tyre Group intends to increase production capacity at its radial tyre factory at Greenville, South Carolina, by 25 per cent. The plant is operated by Michelin's United States subsidiary, and work on the extension is expected to start early next year. Michelin also said that it is

to set up a new Radial tyre production unit near Dothan, Alabama. Its rubber factory at Dothan, South Carolina is also to be expanded to fill the needs of the Greenville and Dothan plants. Next spring, Michelin opens a factory at Spartansburg also in South Carolina.

## Fiat Argentina loan

Fiat SpA has signed in London a \$35m (about £20.5m) 4 1/2 year loan for its Argentine subsidiary. The loan carries interest at 14 per cent above London interbank offered Euro-dollar rates. It is not guaranteed by either Fiat SpA or Fiat International Holding. It is the first such foreign borrowing of this size and duration by a private Argentine borrower.

## Briefly

**LEOPOLD JOSEPH SNR** Board to put forward resolution at EGM, proposing company go into voluntary liquidation.

**GUNPOWDER MINE PLEA** Plea for instant assistance to half Gunpowder copper mine to remain in production pending outcome of inquiry has gone unheeded by Australian Federal and Queensland governments. Consolidated Gold Fields Australia said.

**MIDDLE EAST LOAN** A \$25m unsecured medium term loan signed for Yusuf A. Alghamdi and Sons, Kuwait. Thought to be first time an international syndicate credit arranged for private sector Arab company on unsecured basis. Loan arranged by J. Henry Schroder and Co., S.A.L. of Beirut with B.A. II (Middle East) incorporating Bahrain, National Bank of Kuwait and National Commercial Bank, Saudi Arabia as managers.

## Hill Samuel Base Rate

Hill Samuel & Co Limited announce that with effect from Tuesday, September 13, 1977, their Base Rate for lending will be reduced from 8 per cent to 7 per cent per annum.

Interest payable under the Bank's Demand Deposit Scheme on sums of £500 up to £100,000 will be at the rate of 4 per cent per annum. Interest rates for larger amounts will be quoted on application.

## Hill Samuel &amp; Co. Limited

100 Wood Street  
London EC2P 2AJ  
Telephone: 01-628 8011



## BASE RATE

With effect from the close of business on 13th September 1977

and until further notice TSB

Base Lending Rate will be

7%

per annum.



Trustee Savings Banks Central Board,  
P.O. Box 99, 3 Gracechurch Street,  
London EC3P 3BX

## Dalgety



## Preliminary announcement of results for the year to 30th June, 1977

Profits before tax of the company of £17.1 millions are the second highest in its history. Record pre-tax profits have been earned by the subsidiary companies in Canada, New Zealand and the United Kingdom. By contrast, the losses in Australia and the U.S.A. are disappointing. The overall improvement in profits before tax has been achieved despite difficult international trading conditions and escalating operating costs due to high rates of inflation. The main contributors to profits have been the stock and station agency and woolbroking business in New Zealand, the agricultural and making divisions in the United Kingdom and the lumber operations in Canada.

The tax charge for the year has increased in line with the higher profits in Canada, the United Kingdom and New Zealand. However, there has been no relief for the losses incurred in the U.S.A. and Australia. As a result, after-tax profits are lower than last year.

In the past few years much has been done to restructure the Group and to reduce its dependence on the rural economies of Australia and New Zealand. Our success in Canada and the United Kingdom has been marked. In the past five years profits before tax in Canada have increased from £0.9 millions to £4.8 millions and in the United Kingdom from £1.2 millions to £32 millions.

In these years, profits before tax of Dalgety New Zealand Limited have also increased from £1.9 millions to £9.9 millions. Its operations have benefited from the realistic support given by the Government to the rural community on whose prosperity the fortunes of the company and the country continue to depend; but the New Zealand economy remains dependent on the extent to which the major consuming nations are prepared to admit New Zealand primary produce.

Dalgety Australia Limited experienced special problems in its non-rural business. Our rural business which includes the stock and station agency activity, the pastoral properties, the woolbroking division, together with the commodity trading and retail travel operations, showed some further improvement. This was attributable to control of operating costs and increased values for sheep and wool. Cattle prices however remained depressed during the year and livestock selling activities again resulted in losses. The results from the non-rural parts of the business were marked by difficult trading conditions for our air-conditioning unit manufacturing operation "Bonaire" which resulted largely from the unhelpful

cool weather conditions in the main selling season around Christmas and increased competition for the wine producing and the wine and spirits distribution business. In comparison with the previous year, the contribution to profits from these three activities declined by approximately £2 millions.

The present industrial unrest in Australia, together with relatively high labour rates and uncertain exchange rates, are producing doubts in the minds of the country's principal trading partners about the immediate viability of the country's economy. Short term prospects are uncertain. Our confidence in the long term outlook remains unimpaired.

The business of Dalgety Australia Limited has been restructured over the past three years. Management has been reorganized and strengthened in recent months in order that action can be taken on loss-making and low yielding investments. Significant reductions have been made in the amount of working and fixed capital employed in our rural division; particularly noteworthy is the reduction in our investment in pastoral properties from £14.5 millions to £9 millions in the past three years. Staff numbers have been reduced by approximately 800 in the same period and increases in operating costs have been contained on levels well below the rate of inflation. In spite of this action, Dalgety Australia Limited has not succeeded during the past three years in achieving a significant contribution to Group profits. For the present, the inability of Dalgety Australia Limited to earn an adequate return on one third of the Group's capital employed continues to offset our success in Canada, New Zealand and the United Kingdom.

In the U.S.A., Dalgety Inc. incurred a substantial loss due to three principal factors, namely, the nine-week industry wide strike which totally disrupted the operation of the company's frozen vegetable subsidiary, Spigel Foods Inc., difficulties experienced by our Californian grain business mainly due to drought conditions in that State, and the closure of our meat importing business at significant cost in the financial year as a result of changes in the pattern of marketing Australian and New Zealand meat in the U.S.A.

These factors should not recur; coupled with the recent changes in management and the improvement of the profit performance in recent months, your Board is encouraged to believe that the profit potential of our U.S.A. operations has been restored. In Canada, the build up of our lumber

business, started in 1970, has continued and our operations are both modern and efficient. During the year advantage has been taken of the favourable market conditions for lumber and an additional sawmill has been acquired.

During the year to 30th June, 1977, the financial position of the Group strengthened appreciably as a result of the conversion of £4.3 millions 8% Convertible Unsecured Loan Stock into ordinary shares and the success of the rights issue in April 1977 which raised £12 millions of new ordinary capital for the Group. The proceeds of the issue will enable the Group to take advantage of opportunities to improve profits by fixed capital investment in its United Kingdom agricultural and food operations and thereby expand existing profitable activities in the United Kingdom. At 30th June, 1977, the borrowings were equivalent to 87.8% of shareholders' funds compared with 109.5% in the previous year. The Group is very well placed to finance any increase in working capital and its budgeted capital expenditure programme of £23 millions for the current year.

There are two matters relating to the composition of the Board to which I should refer. At the date of the Annual General Meeting, I shall have entered my 65th year and should make way for a younger successor. The Board have selected Mr. D. L. Deane, Deputy Chairman, to succeed me; it has also expressed the wish that I should remain a director of the Company which I am happy to do. I wish Mr. Deane a happy and successful term of office.

Lt. Col. C. P. Dawney, who was my predecessor as Chairman from 1957 to 1971 and a member of the Board for 26 years, has decided not to stand for re-election. I know the staff and shareholders alike will wish me to express their thanks for his long and valuable association with the affairs of the Group during the period of substantial growth. We are delighted that Colonel Dawney has accepted an invitation to become a President of the Company.

## PROSPECTS

In the past year progress has been made towards improving the Group's efficiency and profit-earning capability. Dalgety is better placed than ever before to take advantage of favourable trading and investment opportunities. The Board expects to achieve an improved profit performance in the current year. R.A. Withers, Chairman  
12th September, 1977

	1977	1976 <i>Amended (see note 1 below)</i>	1976 <i>As reported</i>
PROFITS BEFORE TAX	£ millions	£ millions	£ millions
Australia	(0.2)	1.2	1.2
New Zealand	6.9	5.3	5.3
United Kingdom	8.2	7.4	7.4
Canada	4.8	2.5	2.5
United States of America	(1.4)	0.7	0.7
Central Income and Expenses	(0.2)	(0.5)	(0.5)
Interest on Eurocurrency loans	(1.0)	(1.0)	(1.0)
Group Profits before tax	17.1	15.6	15.6
Estimated taxation	6.2	4.4	7.7
Group Profits after tax	10.9	11.2	7.9
Minority interests	1.5	1.2	1.2
Group Profits after Tax attributable to members of Dalgety Limited	9.4	10.0	6.7
Extraordinary Items	0.8	0.5	0.5
Group Profits Available for Appropriation	10.2	10.5	7.2
Ordinary Shareholders' Funds	141.5	110.2	
Loan Capital	70.6	70.8	
Short-Term Borrowings	70.2	59.4	
Earnings per share	33.3 pence	38.0 pence	26.1 pence
Net Assets per Ordinary Share	£4.26	£4.40	£4.40







## Widespread profit taking

§ Forward bargains are permitted on two previous days

COMMON STOCKS									
Symbol	Company	Price	Change	Div. Yield	P/E	Symbol	Company	Price	Change
100	100	100	100	100	100	100	100	100	100
101	101	101	101	101	101	101	101	101	101
102	102	102	102	102	102	102	102	102	102
103	103	103	103	103	103	103	103	103	103
104	104	104	104	104	104	104	104	104	104
105	105	105	105	105	105	105	105	105	105
106	106	106	106	106	106	106	106	106	106
107	107	107	107	107	107	107	107	107	107
108	108	108	108	108	108	108	108	108	108
109	109	109	109	109	109	109	109	109	109
110	110	110	110	110	110	110	110	110	110
111	111	111	111	111	111	111	111	111	111
112	112	112	112	112	112	112	112	112	112
113	113	113	113	113	113	113	113	113	113
114	114	114	114	114	114	114	114	114	114
115	115	115	115	115	115	115	115	115	115
116	116	116	116	116	116	116	116	116	116
117	117	117	117	117	117	117	117	117	117
118	118	118	118	118	118	118	118	118	118
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# Stepping Stones—Non-Secretarial—Secretarial—Temporary & Part Time Vacancies—

## NON-SECRETARIAL

### SALARY ADMINISTRATOR

To work in the Personnel Department of a Large Professional Firm LONDON, E.C.4

We are looking for someone to work on the administration of our Company's Salary Reviews and to be responsible for updating personnel and computer records in connection with this.

Applicants should have a sound organising ability and be prepared to carry out all the routine aspects of the job themselves. It is therefore essential that they should be basically numerate and able to type accurately.

Discretion and tact are important qualities, because of the confidential nature of the work, and the ideal candidate will possess a mature confident manner as they will be expected to communicate with staff at all levels throughout the firm. Salary £23,500 p.a.

Call Mr. Treharne on 01-248 5913 ext. 262.

## SECRETARIAL

### THE GOLDSMITHS' COMPANY

Applications are invited for the post (becoming vacant in October) of

### SENIOR PERSONAL SECRETARY

TO THE ASSISTANT CLERK OF THIS LIVERY COMPANY.

Duties include preparation of minutes, correspondence, educational schemes and Company meetings as well as house administration. Applicants would be expected to work with an assistant secretary.

Applicants should be aged between 24 and 35, with a salary £22,500 to £24,000 depending on experience. Apply to:

MR. D. M. A. SCOTT,

Goldsmiths' Hall,

Foster Lane, London, E.C.2

(066 8971).

### WOMAN MAGAZINE

Requires a

Secretary to work for the Assistant Editor in charge of Features. This is a responsible position for an intelligent person with ability to organise a busy office, first class shorthand and typing and a good telephone manner are essential.

Apply 261 5454

### COLLEGE LEAVERS EUROPE CALLING

As Secretary to the Controller of a College Merchant Bank you will be dealing with a wide range of clients. If you feel you can handle this, please apply to the Controller in person or by letter to the Controller, College Merchant Bank, 100, Strand, London, W.C.2. Salary £23,000 p.a.

### SENIOR SECRETARIES

Recruitment Consultants

01-608 1611

### ST. JOHN'S WOOD Educational concern

requires Secretary/P.A. Age 21-35, languages helpful. Salary £3,000 to £4,000 negotiable. Contact Susan or Christina 483 3434.

### PERSONAL SECRETARY THE BRITISH COUNCIL

An educational and cultural organisation with offices in London and abroad. We are looking for a Personal Secretary to the Director of the British Council in London. The post involves a wide range of duties including correspondence, travel arrangements, and general office work. Salary £23,000 p.a.

Apply to: The British Council, 1, Whitehall, London, W.1. Tel: 01-240 0100.

### FINE ART AUCTIONEERS

In Kensington require a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Fine Art Auctioneers, 1, Kensington, London, W.8. Tel: 01-240 0100.

### Are you the Right Person?

The Managing Director of a travel company is looking for a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Travel Company, 1, London, W.1. Tel: 01-240 0100.

### P.A. with some French or German, £4,000

Over 20 years of experience in a leading diamond dealer's office. Salary £4,000 p.a.

Apply to: The Diamond Dealer, 1, London, W.1. Tel: 01-240 0100.

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We require a personable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Estate Agents, 1, London, W.1. Tel: 01-240 0100.

### WRITING OPENING

Opportunity for a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Writing Opening, 1, London, W.1. Tel: 01-240 0100.

### LEGAL AUDIO SECRETARY

Required for busy legal firm. Salary £23,000 p.a.

Apply to: The Legal Audio Secretary, 1, London, W.1. Tel: 01-240 0100.

### SMALL ARCHITECTS' PRACTICE

Requires a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Small Architects' Practice, 1, London, W.1. Tel: 01-240 0100.

### LEGAL AUDIO SECRETARY

Required for busy legal firm. Salary £23,000 p.a.

Apply to: The Legal Audio Secretary, 1, London, W.1. Tel: 01-240 0100.

## SECRETARIAL

### A Secretarial Vacancy

that could prove

psychologically interesting

Austin Knight Limited, the leading recruitment advertising agency, have a vacancy for a Secretary with a difference. In addition to the normal secretarial duties, the successful candidate will assist in the psychological testing of applicants both for our clients and for positions within this company.

Applicants, male or female, should be accurate and efficient with reasonable speeds in shorthand and typing. You should be a graduate of a secretarial course with a degree in psychology or a degree and an interest in psychology. Aged 22 or over, you should be sympathetic by nature, gregarious and good humoured, and have the talent for communicating effectively with people at all levels.

We offer an attractive salary for this stimulating and active work plus lunch vouchers, 4 weeks' vacation per annum and pleasant working conditions.

If you wish to apply for this rewarding post, please contact Judienne Wood, Austin Knight Ltd., 20 Soho Square, London W1A 1DS. Tel: 01-437 5261.

## Secretary needed for the Managing Director of Paul Elek Ltd.

Applicants should have secretarial experience and an interest in book publishing. The job will provide opportunities for working with all departments. It will involve helping the editorial director also and there will be scope for editorial work. The office is small and friendly. Salary according to age and experience.

Write to David Herbert

PAUL ELEK LTD.,

54 Canonian Road, London, N.1.

or telephone Pamela Daise on 01-273 8552

### Bi-lingual Secretary

(English/French)

for a Major Oil Company based at Waterloo

We are seeking an efficient and experienced Secretary to work for our General Manager Sales. The person appointed must be aged at least 24 years and have a level French, although shorthand need only be taken in English. A competitive salary is offered together with a wide range of attractive fringe benefits.

Why not find out more by phoning Pauline Davidson on 01-528 8000 or write to her at

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York Road, London SE1 7NT.

### World's Leading and Largest T.V. News Agency

SECRETARY TO

FILM LABORATORY MANAGER

Shorthand Not Essential

£3,250 p.a.

Interesting and varied job involving a lot of statistical work and typing as well as general office work. The person appointed will be expected to work on own initiative and be able to provide competent assistance to the Laboratory Manager. Hours for the smooth running of our large Film Laboratory. Hours

Excellent working conditions, subsidised canteen, private staff bus service, social club, 4 weeks' holiday. Office, Vauxhall Ltd., Cumberland Avenue, London, N.W.10. 01-985 7733.

### SECRETARY PERSONNEL

Our Personnel team is going ahead, young and energetic, and we are looking for a Secretary to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Personnel Team, 1, London, W.1. Tel: 01-240 0100.

### SCHOOL OF ORIENTAL AND AFRICAN STUDIES

(University of London)

Malet Street, WC1E 7HP

requires two SECRETARIES to assist in the running of the business. Salary £23,000 p.a.

Apply to: The School of Oriental and African Studies, 1, London, W.1. Tel: 01-240 0100.

### QUEEN MARY COLLEGE UNIVERSITY OF LONDON

SECRETARY

REQUIRED FOR SPANISH DEPARTMENT.

Applicants should have at least 2 years' experience in a similar position. Salary £23,000 p.a.

Apply to: The Queen Mary College, 1, London, W.1. Tel: 01-240 0100.

### PA/SECRETARY

American Music Film Co. needs a self-motivated P.A. Secretary to assist in the running of the business. Salary £23,000 p.a.

Apply to: The American Music Film Co., 1, London, W.1. Tel: 01-240 0100.

### PA/THIRDERS, £29 3132

30 Madison St., W.1

1 min. Oxford Circus tube

### LEGAL SECRETARY £3,300

Varied and interesting job working for a barrister in well-known City law firm. Salary £3,300 p.a.

Apply to: The Legal Secretary, 1, London, W.1. Tel: 01-240 0100.

### Director's Aide at up to £3,800 plus Free Lunches!

Interesting and responsible post for efficient young Secretary. Salary £3,800 p.a.

Apply to: The Director's Aide, 1, London, W.1. Tel: 01-240 0100.

### SECRETARY SHORTHAND TYPIST

Required to work for two Accountants. Salary £23,000 p.a.

Apply to: The Secretary Shorthand Typist, 1, London, W.1. Tel: 01-240 0100.

### EDITOR OF TRAVEL NEWSPAPER

Requires a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Editor of Travel Newspaper, 1, London, W.1. Tel: 01-240 0100.

### PA/SECRETARY

To assist Joint Chairman in their duties. Great opportunity for responsible man or woman who enjoys admin. work. Salary £23,000 p.a.

Apply to: The PA/Secretary, 1, London, W.1. Tel: 01-240 0100.

### EDITOR OF TRAVEL NEWSPAPER

Requires a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Editor of Travel Newspaper, 1, London, W.1. Tel: 01-240 0100.

### PA/SECRETARY

To assist Joint Chairman in their duties. Great opportunity for responsible man or woman who enjoys admin. work. Salary £23,000 p.a.

Apply to: The PA/Secretary, 1, London, W.1. Tel: 01-240 0100.

## An exceptional opportunity for a Secretary who can organise

There's a fast-growing corporate and financial PR division—part of the equally rapidly expanding Universal McCann—that needs the firm controlling hand of an efficient Secretary.

Someone who can stand up for him or herself in an environment that's invariably high-pressure and fast-moving. And someone who can match sound administrative ability with accurate typing, good shorthand, a high degree of confidentiality and experience of working closely with senior management.

If you're keen to get involved in a company at an important stage in its development and growth, you'll find this an exceptional opportunity. Phone Maggie Shuck on 01-580 6690, 38 Howland Street, London W1P 6BD.

### Universal McCann

## Audio Secretary

Our Financial Controller and his colleagues require a Secretary who enjoys varied work and can cope well under pressure. A good work record, preferably in a financial environment, is essential and the preferred age group is 25-45. There will be an excellent starting salary plus LVs and this year's holiday arrangements will be honoured.

Phone Helen Davis on 493 9161 or write to her at Alfred Dunhill Ltd., 30 Duke Street, St. James's, London SW1.

## ADMINISTRATIVE ASSISTANT

Urgently for responsible position running British Association of Dentalists. This is a fast-growing organization. The applicant will carry out all administrative duties and be responsible for the smooth running of the Association. Salary £3,267 p.a.

plus fringe benefits.

Please telephone Mrs Alexander 229 9738

## Can You Replace Jane?

One of our favorite secretaries here at Austin Knight (the well-known recruitment Advertising Agency) has sadly left us for pastures new. She will not be easy to replace, but we are open to offers.

She used to do all sorts of remarkable things like type accurately and quickly, take down shorthand, and take down back later. She was a real professional and a real team player. She was a real professional and a real team player. She was a real professional and a real team player.

The successful applicant, male or female, will receive an attractive salary and a wide range of fringe benefits. She will be expected to work on own initiative and be able to provide competent assistance to the Laboratory Manager. Hours for the smooth running of our large Film Laboratory. Hours

Excellent working conditions, subsidised canteen, private staff bus service, social club, 4 weeks' holiday. Office, Vauxhall Ltd., Cumberland Avenue, London, N.W.10. 01-985 7733.

Apply to: The Laboratory Manager, 1, London, W.1. Tel: 01-240 0100.

### TRAVEL AGENCY BAGHDAD NEEDS

1. AN ASSISTANT for their reservation counter with not less than 4 years experience in the travel and airline business.

2. A SECRETARY with accounting, travel and shorthand/typing experience. Salary £23,000 p.a.

Free and free accommodation with 4 weeks holiday per annum. Salary according to experience.

Write now to Mr. M. Mansour, P.O. Box 189, London, W.1. Tel: 01-240 0100.

### SECRETARY

General practice, concerned with the running of the business. Salary £23,000 p.a.

Apply to: The Secretary, 1, London, W.1. Tel: 01-240 0100.

### ST. JOHN'S WOOD

Educational concern requires Secretary/P.A. age 21-35, languages helpful. Salary £3,000 to £4,000 negotiable. Contact Susan or Christina 483 3434.

### THE MIDDLESEX HOSPITAL MEDICAL SCHOOL, W.1

SECRETARY/SHORTHAND TYPIST REQUIRED BY HEAD OF SUB-DEPARTMENT OF MEDICAL PATHOLOGY.

The post is suitable for someone with previous secretarial experience who enjoys working in a small department. Four weeks' holiday per annum. Salary £23,000 p.a.

Apply to: The Head of Sub-Department of Medical Pathology, 1, London, W.1. Tel: 01-240 0100.

### LOOK IN ON THE PARK

Well known international company with headquarters in London. The Park is a bright, young, and energetic company. Salary £23,000 p.a.

Apply to: The Park, 1, London, W.1. Tel: 01-240 0100.

### ANY GOOD AT ADMIN?

Two top executives at a small subsidiary of a large firm have decided to leave. They are looking for a capable and experienced P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Any Good at Admin?, 1, London, W.1. Tel: 01-240 0100.

### AMBITIOUS YOUNG SECRETARY

For similar Personnel Manager position. Salary £23,000 p.a.

Apply to: The Ambitious Young Secretary, 1, London, W.1. Tel: 01-240 0100.

### ASSISTANT TO SHORTHAND MANAGER

For a busy shorthand manager. Salary £23,000 p.a.

Apply to: The Assistant to Shorthand Manager, 1, London, W.1. Tel: 01-240 0100.

### SECRETARY

General practice, concerned with the running of the business. Salary £23,000 p.a.

Apply to: The Secretary, 1, London, W.1. Tel: 01-240 0100.

## SECRETARIAL

### Publishing

£3,000

The Managing Director of Pelham Books needs an efficient and competent Secretary who would be responsible for the running of the business. Salary £3,000 p.a.

Apply to: The Managing Director, 1, London, W.1. Tel: 01-240 0100.

### SECRETARY/P.A.

To assist managing director of Pelham Books. Salary £3,000 p.a.

Apply to: The Secretary/P.A., 1, London, W.1. Tel: 01-240 0100.

### SECRETARY/P.A.

To assist managing director of Pelham Books. Salary £3,000 p.a.

Apply to: The Secretary/P.A., 1, London, W.1. Tel: 01-240 0100.

### SECRETARY/P.A.

To assist managing director of Pelham Books. Salary £3,000 p.a.

Apply to: The Secretary/P.A., 1, London, W.1. Tel: 01-240 0100.

### Holiday Hangover?

Just back from Greece, Cyprus, or elsewhere? Why not get a new Secretary/P.A. to assist in the running of the business. Salary £23,000 p.a.

Apply to: The Holiday Hangover?, 1, London, W.1. Tel: 01-240 0100.

### ST. JOHN'S WOOD

Educational concern requires Secretary/P.A. age 21-35, languages helpful. Salary £3,000 to £4,000 negotiable. Contact Susan or Christina 483 3434.

### ARTS ORGANISATION

TO ASSIST IN FIELD OF VISUAL ARTS AND ARTS IN EDUCATION

Good shorthand and typing essential, audio useful, plus secretarial skills. Salary £23,000 p.a.

Apply to: The Arts Organisation, 1, London, W.1. Tel: 01-240 0100.

### RECEPTIONIST

A million to one chance that a job like this turns up for you. Salary £23,000 p.a.

Apply to: The Receptionist, 1, London, W.1. Tel: 01-240 0100.

### SECRETARY/SALES ASSISTANT

Assistant to M.D. established business. Salary £23,000 p.a.

Apply to: The Secretary/Sales Assistant, 1, London, W.1. Tel: 01-240 0100.

### DAVID HICKS

Requires Secretary with administrative experience for London office. Salary £23,000 p.a.

Apply to: David Hicks, 1, London, W.1. Tel: 01-240 0100.

### Make your way in Export Publishing

Admin. Director responsible for the running of the business. Salary £23,000 p.a.

Apply to: The Admin. Director, 1, London, W.1. Tel: 01-240 0100.









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He that justifies the wicked and justifies the LORD...  
Proverbs 17:10

**BIRTHS**

**ALTMAN**—On 11th September, at University College Hospital, London, the wife of Mr. and Mrs. David Altmann, of 10, Weymouth Road, London, gave birth to a son, David Altmann, weighing 7lb 10oz, length 19in, crown 13in, arm 10in, foot 10in, middle finger 10in, heel 10in, sole 10in, and a daughter, Sarah Altmann, weighing 7lb 10oz, length 19in, crown 13in, arm 10in, foot 10in, middle finger 10in, heel 10in, sole 10in.

**DEATHS**

**BRITTON**—On 11th September, at 11, London, the wife of Mr. and Mrs. David Britton, of 10, Weymouth Road, London, gave birth to a son, David Britton, weighing 7lb 10oz, length 19in, crown 13in, arm 10in, foot 10in, middle finger 10in, heel 10in, sole 10in.

**MARRIAGES**

**KENNEDY**—On 11th September, at 11, London, the wife of Mr. and Mrs. David Kennedy, of 10, Weymouth Road, London, gave birth to a son, David Kennedy, weighing 7lb 10oz, length 19in, crown 13in, arm 10in, foot 10in, middle finger 10in, heel 10in, sole 10in.

**DEATHS**

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ALSO ON PAGE 27

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